Members of the public may address the City Council on any item shown on the agenda or matter of the Council's authority after completion of "Request to Address the Council Form" available in the lobby of the Council Chambers or in the City Clerk's office. This form must be completed 15 minutes prior to the scheduled meeting time. Pursuant to Section 54957.5 of the California Government Code, Any writings (Except for those writings which are exempt from disclosure) which are distributed to all or a majority of the members of the City Council are available for public inspection in the lobby of the City Council Chambers and in the office of the City Clerk during regular business hours.

COMPTON CITY COUNCIL
AGENDA
06/27/2023

City Manager's Closed Session 3:30 P.M.
City Attorney's Closed Session 4:30 P.M.
Public Meeting 5:30 P.M.

CITY COUNCIL CHAMBERS
205 SOUTH WILLOWBROOK AVENUE
COMPTON, CALIFORNIA 90220

OPENING

MOMENT OF SILENCE

PLEDGE OF ALLEGIANCE

ROLL CALL

PUBLIC COMMENTS ON CLOSED SESSION ITEMS ONLY

CLOSED SESSION

CITY MANAGER'S CLOSED SESSION: CONFERENCE WITH LABOR NEGOTIATIOR
Agency Negotiators: Jabari Willis, Thomas Thomas and Triphenia Simmons
Employee Organization: SEIU Local 721
Pursuant to Government Code Section 54957.6

CITY ATTORNEY'S CLOSED SESSION:
Francis, Loujuana, et al. v. City of Compton, LASC Case No. 21STCV09395
Legett, Jerry v. City of Compton, LASC Case No. 19STCV40919
Pursuant to Government Code Section 54956.9(a)

OPENING

PUBLIC MEETING – 5:30 PM

REPORT ON CLOSED SESSION ACTION(S)

COMMENDATORY RESOLUTIONS/PRESENTATIONS

1. KYLE LEE, DEPUTY OF CONSTITUENT ENGAGEMENT, UPDATES FROM THE OFFICE OF SUPERVISOR HOLLY J. MITCHELL, LOS ANGELES COUNTY BOARD OF SUPERVISORS SECOND DISTRICT

PUBLIC COMMENTS ON AGENDA ITEMS AND NON-AGENDA MATTERS

REGULAR AGENDA

REPORTS OF OFFICERS, BOARDS, COMMISSIONS AND COMMITTEES AND CITY COUNCIL

2. APPOINTMENT(S) OF OFFICERS, COUNCIL MEMBERS, BOARDS/COMMISSIONS AND COMMITTEES

   MAYOR PRO TEMPORE APPOINTMENT - Councilmember District 4, Lillie Darden

CITY MANAGER'S REPORT

3. A REQUEST TO SCHEDULE A PUBLIC HEARING FOR CHARGES RELATED TO SOLID WASTE AND RECYCLABLE MATERIALS HANDLING SERVICES, DELINQUENCIES TO BE COLLECTED ON THE LOS ANGELES COUNTY TAX ROLL FOR FISCAL YEAR 2023-2024 AND COMBINED OUTSTANDING BALANCES FOR TAX ROLL BILLING FOR FISCAL YEAR 2022-2023, July 25, 2023 @5:40 P.M.

UNFINISHED BUSINESS

4. AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF COMPTON LEVYING A MUNICIPAL TAX RATE FOR THE FISCAL YEAR 2023-2024 (Second Reading)

NEW BUSINESS

5. A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON ESTABLISHING THE HOLIDAY SCHEDULE FOR CITY EMPLOYEES FOR FISCAL YEAR 2023 – 2024

6. A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON APPROVING AN AMENDMENT TO THE POSITION CLASSIFICATION PLAN BY ADOPTING AMENDED CLASSIFICATION SPECIFICATIONS FOR FIREFIGHTER

7. A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON APPROVING A MEMORANDUM OF AGREEMENT (MOA) BETWEEN THE CITY OF COMPTON AND THE SERVICE EMPLOYEES INTERNATIONAL UNION (S.E.I.U), LOCAL 721, MAINTENANCE AND TRADES FOR FISCAL YEAR 2022-2023

8. A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON APPROVING A MEMORANDUM OF AGREEMENT (MOA) BETWEEN THE CITY OF COMPTON AND THE SERVICE EMPLOYEES INTERNATIONAL UNION (S.E.I.U), LOCAL 721, PUBLIC SAFETY AUXILIARY FOR FISCAL YEAR 2022-2023

9. A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON AUTHORIZING THE CITY MANAGER TO ESTABLISH A SALARY SCHEDULE FOR SERVICE EMPLOYEES INTERNATIONAL UNION (S.E.I.U)

10. A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON AUTHORIZING THE CITY MANAGER TO ENTER INTO AN AGREEMENT WITH AND ESTABLISH A PURCHASE ORDER TO HDL COREN AND CONE CORPORATION FOR DIRECT ASSESSMENT AND INFORMATION SERVICES IN AN AMOUNT NOT TO EXCEED SEVEN THOUSAND SIX HUNDRED FORTY DOLLARS ($7,640.00)

11. A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON AUTHORIZING THE CITY MANAGER TO ENTER INTO A PROFESSIONAL SERVICES AGREEMENT WITH AND ESTABLISH A PURCHASE ORDER FOR EADIE AND PAYNE, LLP TO AUDIT THE CITY'S FINANCIAL STATEMENTS ($655,644)

12. A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON TO AUTHORIZE THE CITY MANAGER TO EXECUTE AGREEMENTS WITH AND TO ISSUE PURCHASE ORDERS TO BADAWI AND ASSOCIATES ($240,000) AND WITH PRICE PAIGE AND COMPANY ($184,000) FOR CERTIFIED PUBLIC ACCOUNTANT (C.P.A.) FIRM PROFESSIONAL SERVICES, AND TO AUTHORIZE A BUDGET AMENDMENT TO THE CITY CONTROLLER'S FY2022-2023 DEPARTMENT BUDGET.

13. A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON RESCINDING RESOLUTION 23,970 WHICH ADOPTED THE REVISED REPAYMENT SCHEDULE OF THE GENERAL FUND INTERNAL BORROWING AND APPROVING A SECOND REVISED REPAYMENT SCHEDULE OF THE GENERAL FUND INTERFUND BORROWING.

14. A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON TO AUTHORIZE THE CITY MANAGER TO ENTER INTO A MULTI-YEAR AGREEMENT WITH STRADLING YOCCA CARLSON & RAUTH, A PROFESSIONAL CORPORATION FOR ON GOING BOND DISCLOSURE COUNSEL SERVICES, TO AUTHORIZE A BUDGET AMENDMENT TO THE FY2022-2023 CITY BUDGET, AND TO AUTHORIZE A PURCHASE ORDER ($12,856.49).

COUNCIL COMMENTS

ADJOURNMENT

NEXT REGULAR MEETING: 7/5/2023 5:30:00 PM

Visit our website at http://www.comptoncity.org

June 27, 2023

TO: MAYOR AND CITY COUNCIL MEMBERS

FROM: CITY CLERK

SUBJECT: APPOINTMENT OF MAYOR PRO TEM

The Compton Municipal Code, Section 2-1.16 states that the Mayor Pro Tem seat shall rotate between each City Council Member, beginning July 1.

Councilman Jonathan Bowers served as Mayor Pro Tem of the City Council for the 2022-2023 fiscal year. That term will expire on June 30, 2023.

It is Staff's recommendation that the City Council appoint its new Mayor Pro Tem Lillie Darden for fiscal year 2023/2024.

VERNELL MCDANIEL
CITY CLERK

June 27, 2023

TO: **HONORABLE MAYOR AND COUNCIL MEMBERS**

FROM: **MUNICIPAL WATER DEPARTMENT**

SUBJECT: **A REQUEST TO SCHEDULE A PUBLIC HEARING FOR CHARGES RELATED TO SOLID WASTE AND RECYCLABLE MATERIALS HANDLING SERVICES, DELINQUENCIES TO BE COLLECTED ON THE LOS ANGELES COUNTY TAX ROLL FOR FISCAL YEAR 2023-2024 AND COMBINED OUTSTANDING BALANCES FOR TAX ROLL BILLING FOR FISCAL YEAR 2022-2023**

Effective, July 1, 2023, the City will bill all single-family and multi-family (without bin service) parcels within the City on the County of Los Angeles Property Tax Roll. The City's franchise hauler, Republic Services, Inc., bills the Charges for multi-family accounts (with bin service) and commercial accounts, by invoice, and have turned over delinquent accounts to the City for collection on the Tax Roll.

The City has prepared a written report that describes (i) the single-family and multi-family (without bin service) parcels, with the amount of the Charges proposed to be collected on the 2023-24 Tax Roll. In addition to the Outstanding Balances for Tax Roll Billing for 2022-2023 (ii) the parcels with delinquent multi-family accounts and commercial accounts (delinquencies of over 90 days) that Republic has turned over to the City to be collected on the 2023-2024 Tax Roll. The Report is on file in the office of the City Clerk and in the City's Water Department.

Any owners of parcels identified in the Report may protest the collection on the 2023-2024 and 2022-2023 Tax Roll of the Charges or the delinquent amounts, as applicable.

Staff recommends that City Council schedule a public hearing on this matter for **Tuesday, July 25, 2023** at **5:40 p.m**.

VICTOR MEZA
WATER DEPARTMENT MANAGER

APPROVED FOR FORWARDING:

THOMAS THOMAS
CITY MANAGER

June 20, 2023

TO: **HONORABLE MAYOR AND CITY COUNCIL MEMBERS**

FROM: **CITY CONTROLLER**

SUBJECT: **AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF COMPTON LEVYING A MUNICIPAL TAX RATE FOR THE FISCAL YEAR 2023-2024**

SUMMARY

The purpose of this Ordinance is to authorize the levy of the assessed valuation municipal tax rate for Fiscal Year 2023-2024.

BACKGROUND

The City has levied a municipal tax (parcel tax) for many years in line with Section 1402, 1600 and 1601 of the City Charter to pay for the City's obligations under the Employees' Retirement Plan managed by the California Public Employees' Retirement System (CalPERS). The municipal tax is collected by the Los Angeles County Auditor-Controller on behalf of the City. The Los Angeles County Auditor-Controller has based assessed values at market values and it is necessary to set the municipal tax at a rate based on market value. The tax rate will remain at 0.451632, the same as the prior fiscal year.

STATEMENT OF ISSUE

The Los Angeles County Auditor-Controller requires that the municipal tax rate ordinance be passed each year by the City Council even though the municipal tax rate remains unchanged. This agenda item is required to comply with the County requirements.

FISCAL IMPACT

The passing of the attached Ordinance will ensure that the City's retirement fund continues to receive the municipal parcel tax revenues in line with the requirements of the City Charter for the purposes stipulated by the Charter. The municipal parcel tax generates approximately $30 million per year.

ALTERNATIVE

The City's General Fund would have to pay the cost of the retirement obligations resulting in severe financial consequences to other City programs and services.

RECOMMENDATION

Staff recommends that the City Council adopt the attached Ordinance.

SHARON RAHBAN NAVIZADEH,
CITY CONTROLLER

APPROVED FOR FORWARDING:

THOMAS THOMAS
CITY MANAGER

ORDINANCE NO. _____

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF COMPTON LEVYING A MUNICIPAL TAX RATE FOR THE FISCAL YEAR 2023-2024

WHEREAS, the City has levied a municipal tax (parcel tax) for many years in line with Section 1402, 1600, and 1601 of the City Charter to pay for the City's obligations under the Employees' Retirement Plan managed by the California Public Employees' Retirement System (CalPERS); and

WHEREAS, the municipal tax is collected by the Los Angeles County Auditor-Controller on behalf of the City; and

WHEREAS, the Los Angeles County Auditor-Controller has based assessed rates at market values and it is necessary to set the municipal tax at rate based on market value; and

WHEREAS, it is required that the City certify the municipal tax rate every year.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF COMPTON DOES HEREBY ORDAIN AS FOLLOWS:

Section 1. That there is hereby levied a municipal tax upon the equalized assessment of the taxable property in the City of Compton at a market valuation of the following rates (per cent):

Taxation District #1…….0.451632

(Old City of Compton, Annexations 1 to 3 inc; 5 to 10 inc; 13 to 32 inc; 106, 107 111 to 122 inc; 125 to 133 inc; 136 to 139 inc; 141 to 143 inc; 145, 147, 149, 151, 152, 153A, 155, 158, 159, 160, 161, 163, 164, 168, 172A, 173B)

Rosecrans Redevelopment Project…….0.451632

Walnut Industrial Redevelopment Project…….0.451632

Section 2. That said rate is made up as follow:

Employment Retirement (Debt Service)…….0.451632

Section 3. That the City Clerk shall certify to the adoption of this Ordinance by the City Council and shall cause this Ordinance to be published as required by law.

Section 4. That pursuant to Section 611 of the Compton Charter, this Ordinance shall take effect upon adoption of the City Council.

Section 5. That the Mayor shall sign and the City Clerk shall attest to the adoption of this Ordinance.

ADOPTED this _____ day of _____, 2023.

_____

MAYOR OF THE CITY OF COMPTON

ATTEST:

_____
CITY CLERK OF THE CITY OF COMPTON

STATE OF CALIFORNIA)
COUNTY OF LOS ANGELES) ss
CITY OF COMPTON)

I, Vernell McDaniel, City Clerk of the City of Compton, hereby certify that the foregoing Ordinance was adopted by the City Council of the City of Compton, signed by the Mayor and attested by the City Clerk at a regular meeting thereof held on this _____ day of _____, 2023.

That said Ordinance was adopted by the following vote, to wit:

AYES: COUNCILMEMBERS-
NOES: COUNCILMEMBERS-
ABSTAIN: COUNCILMEMBERS-
ABSENT: COUNCILMEMBERS-

_____
CITY CLERK OF THE CITY OF COMPTON

June 27, 2023

TO: MAYOR AND COUNCIL MEMBERS

FROM: HUMAN RESOURCES DEPARTMENT

SUBJECT: A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON ESTABLISHING THE HOLIDAY SCHEDULE FOR CITY EMPLOYEES FOR FISCAL YEAR 2023 – 2024

SUMMARY

Adoption of the attached resolution will establish the holiday schedule for City employees for Fiscal Year 2023-2024. The resolution includes eligibility, accrual, and use of established holidays.

BACKGROUND

In accordance with Rule 7.5A of the City of Compton Personnel Rules and Regulations, City employees shall receive time off with pay on legal holidays as designated by the City Council. Full-time regular and probationary employees are eligible for full holiday pay and permanent part-time employees receive holiday pay for one-half of the scheduled holiday.

STATEMENT OF THE ISSUE

There is a need for the City Council to establish the holiday schedule for City employees for Fiscal Year 2023-2024.

FISCAL IMPACT

The holiday schedule will have minimal financial impact.

RECOMMENDATION

Staff recommends that the City Council adopt the attached Resolution establishing the Holiday Schedule for City employees for Fiscal Year 2023-2024.

SHRISTIE N. TORRES
HUMAN RESOURCES DIRECTOR

APPROVED FOR FORWARDING:

THOMAS THOMAS
CITY MANAGER

RESOLUTION NO. _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON ESTABLISHING THE HOLIDAY SCHEDULE FOR CITY EMPLOYEES FOR FISCAL YEAR 2023 – 2024

WHEREAS, Rule 7.5A of the Personnel Rules and Regulations establishes provisions for granting legal holidays for City employees; and

WHEREAS, there is a need for the City to post a holiday schedule for each fiscal year identifying the dates on which City offices will be closed.

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

Section 1. That the following holidays shall be established as legal holidays for City employees, as set forth herein.

HOLIDAY	DATE HOLIDAY OBSERVED
Independence Day	July 4, 2023 (Tuesday)
Labor Day	September 4, 2023 (Monday)
Admission's Day	Floating Holiday
Veteran's Day	November 10, 2023 (Friday)
Thanksgiving Day	November 23, 2023 (Thursday)
Friday after Thanksgiving	November 24, 2023* (Friday)
Christmas Day	December 25, 2023 (Monday)
New Year's Day	January 1, 2024 (Monday)
Martin Luther King, Jr.'s Birthday	January 15, 2024 (Monday)
Lincoln's Birthday	Floating Holiday
Washington's Birthday (Presidents' Day)	February 19, 2024 (Monday)
Cesar Chavez's Birthday	April 1, 2024 (Monday)
Cinco de Mayo	May 6, 2024 (Monday)
Memorial Day	May 27, 2024 (Monday)
Juneteenth	June 19, 2024 (Wednesday)
Employee's Birthday	Floating Holiday

***Employees impacted by the 10/40 Alternative Work Schedule will use this day as a floating holiday.**

Section 2. That the Employee's Birthday Holiday must be used within one year in which the birthday falls.

Section 3. That this holiday schedule is not applicable to sworn 56-hour Fire Suppression personnel who are eligible for compensation in lieu of holidays.

Section 4. That employees whose birthdays, vacation or compensatory time off with pay falls on one of the holidays referenced above shall be entitled to another day off in accordance with the procedure established by the Department for use of paid leave benefits.

Section 5. That floating holidays accrued during Fiscal Year 2023-2024, except the Employee's Birthday, must be utilized by June 30, 2024.

Section 6. That this holiday schedule is effective July 1, 2023 and shall continue to be observed as set forth in this Resolution, unless otherwise revised by action of the City Council.

Section 7. That a certified copy of this Resolution shall be forwarded to each City department and agency.

Section 8. That the Mayor shall sign and the City Clerk shall attest to the adoption of this Resolution.

ADOPTED this ____ day of _____, 2023.

_____
MAYOR OF THE CITY OF COMPTON

ATTEST:

_____
CITY CLERK OF THE CITY OF COMPTON

STATE OF CALIFORNIA
COUNTY OF LOS ANGELES
CITY OF COMPTON: ss

I, Vernell McDaniel, the City Clerk of the City of Compton, hereby certify that the foregoing Resolution was adopted by the City Council, signed by the Mayor and attested to by the City Clerk at a regular meeting thereof held on the ____ day of _____, 2023.

That said Resolution was adopted by the following vote, to wit:

AYES: COUNCIL MEMBERS –
NOES: COUNCIL MEMBERS –
ABSENT: COUNCIL MEMBERS –
ABSTAIN: COUNCIL MEMBERS –

_____
CITY CLERK OF THE CITY OF COMPTON

June 27, 2023

TO: **MAYOR AND CITY COUNCIL MEMBERS**

FROM: **HUMAN RESOURCES DEPARTMENT**

SUBJECT: **A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON APPROVING AN AMENDMENT TO THE POSITION CLASSIFICATION PLAN BY ADOPTING AMENDED CLASSIFICATION SPECIFICATIONS FOR FIREFIGHTER**

SUMMARY

The City Council will consider a resolution amending the Position Classification Plan to amend the classification specifications for the position of Firefighter.

BACKGROUND

The City Manager authorized a review of the City's current Position Classification Plan to include amendments to the Firefighter specification.

After conducting a properly noticed public hearing pursuant to the provisions of Sections 1010 and 1103 of the Compton City Charter on June 21, 2023, the Personnel Board approved amendment to the classification plan to include the amended classification specifications for Firefighter and recommend approval and adoption thereof to the City Council on June 21, 2023.

STATEMENT OF ISSUE

After review, staff has determined it to be fair and necessary to amend the Classification Plan of Firefighter.

The primary purpose for amending the Firefighter classification specification is to remove the required qualification of a Firefighter I training academy and making it a desired qualification instead. The City of Compton's Fire Department will conduct a training program for all newly hired Firefighters.

FISCAL IMPACT

The salary for the revised classification is already included in the City's 2022-2023 Fiscal Year's budget in the Fire Department; therefore, no anticipated fiscal impact will result from approving the requested action.

RECOMMENDATION

Staff recommends that the City Council adopt the attached Resolution.

SHRISTIE N. TORRES
HUMAN RESOURCES DIRECTOR

APPROVED FOR FORWARDING:

THOMAS THOMAS
CITY MANAGER

RESOLUTION NO. _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON APPROVING AN AMENDMENT TO THE POSITION CLASSIFICATION PLAN BY ADOPTING AMENDED CLASSIFICATION SPECIFICATIONS FOR FIREFIGHTER

WHEREAS, the City Manager authorized a review of the City's current Position Classification Plan to include amendments to the Firefighter specification; and

WHEREAS, after conducting a properly noticed public hearing pursuant to the provisions of Sections 1010 and 1103 of the Compton City Charter on June 21, 2023, the Personnel Board approved amendment to the classification plan to include the amended classification specifications for Firefighter and recommend approval and adoption thereof to the City Council on June 21, 2023; and

WHEREAS, after review, staff has determined it to be fair and necessary to amend the Classification Plan of Firefighter; and

WHEREAS, the primary purpose for amending the Firefighter classification specification is to remove the required qualification of a Firefighter I training academy and making it a desired qualification instead. The City of Compton's Fire Department will conduct a training program for all newly hired Firefighters; and

WHEREAS, the salary for the revised classification is already included in the City's 2022-2023 Fiscal Year's budget in the Fire Department; therefore, no anticipated fiscal impact will result from approving the requested action.

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

Section 1. That the proposed classification plan include the amended classification specifications for Firefighter is hereby approved and added to the Position Classification Plan of the City of Compton.

Section 2. The salary for the above classifications are included in the City's 2022-2023 adopted Fiscal Year budget; therefore, no anticipated fiscal impact will result from approving this resolution.

Section 3. That a copy of this Resolution shall be filed in the offices of the City Clerk, City Attorney, Human Resources, City Manager, and the City Controller.

Section 4. That the Mayor shall sign and the City Clerk shall attest to the adoption of this Resolution.

ADOPTED this _____ day of _____, 2022.

_____

MAYOR OF THE CITY OF COMPTON

ATTEST:

_____
CITY CLERK OF THE CITY OF COMPTON

STATE OF CALIFORNIA)
COUNTY OF LOS ANGELES) ss
CITY OF COMPTON:)

I, Vernell McDaniel, City Clerk of the City of Compton, hereby certify that the foregoing Resolution was adopted by the City Council of the City of Compton, signed by the Mayor and attested by the City Clerk at a regular meeting thereof held on the _____ day of _____, 2023.

That said Resolution was adopted by the following vote, to wit:

AYES: COUNCIL MEMBERS-
NOES: COUNCIL MEMBERS-
ABSENT: COUNCIL MEMBERS-
ABSTAIN: COUNCIL MEMBERS-

_____
CITY CLERK OF THE CITY OF COMPTON

PERSONNEL BOARD – CITY OF COMPTON
205 SOUTH WILLOWBROOK AVE., COMPTON, CA 90220
SPECIAL MEETING
JUNE 21, 2023
6:00 P.M.

AGENDA

Officers, employees and others desiring to be heard on any of the matters shown on the agenda may address the Personnel Board after a completed "Request to Address the Personnel Board" form is submitted to the Clerk to the Personnel Board not less than five (5) minutes prior to the scheduled meeting time. A separate request form must be submitted for each agenda item. The request forms are available in the Human Resources Department and in the lobby area of the meeting room. If you are an individual with a disability and need a reasonable modification or accommodation pursuant to the American with Disabilities Act ("ADA") please contact the Human Resources Office at (310) 605-5535 or email **contactpersonnelboard@comptoncity.org** prior to the meeting for assistance.

CALL TO ORDER

PLEDGE OF ALLEGIANCE

ROLL CALL

A. PUBLIC HEARING – 6:05 PM

The Personnel Board, pursuant to Sections 1010 (c) and 1103 of the Compton City Charter, will hold a public hearing to consider the following proposed amendments to the Classification Plan:

A-1. Firefighter
(Proposed amended classification specification)

AUDIENCE COMMENTS

PERSONNEL BOARD COMMENTS

ADJOURNMENT

The next special meeting of the Personnel Board is scheduled for Thursday, July 6, 2023 at 6:00 p.m. The next regular meeting of the Personnel Board is scheduled for Thursday, July 20, 2023 at 6:00 p.m.

Posted: June 15, 2023

Pursuant to Section 54957.5 of the California Government Code, any writings (except for those writings, which are exempt from disclosure) which are distributed to all or a majority of the members of the Personnel Board are available for public inspection in the Human Resources Department during regular business hours on June 15, 2023.

A

PLEASE POST PLEASE POST

NOTICE OF PUBLIC HEARING

Notice is hereby given that the Personnel Board of the City of Compton, in accordance with the provisions of Sections 1010 (c) and 1103 of the Compton City Charter, will hold public hearings on Wednesday, June 21, 2023 at 6:05 pm, relative to the proposed amendments to the Classifications Plans:

Firefighter
(Proposed amendment to Classification)

Officers, employees affected and others desiring to be heard on these matters will be given an opportunity to do so, at the time and place mentioned above. At the conclusion of these hearings, the Personnel Board will approve or deny the request.

The proposed classification specifications may be reviewed in the City's Human Resources Department.

City of Compton

Shristie N. Torres
Clerk to the Personnel Board

Posted: 06/08/2023

A-1

City of Compton		
POSITION TITLE: Firefighter		
Department: Fire	**Class Code:**	7112
Revised Date: ~~October 31, 2019~~ April 24, 2023	**FLSA Status:**	
Personnel Board Approved: ~~**April 18, 2019**~~	**Bargaining Unit:** Firefighters Local 2216	
Council Approved: ~~**November 12, 2019**~~ ~~***Resolution No. 25,159***~~		

GENERAL PURPOSE: Under direct supervision, performs emergency operations, participates in fire prevention activities; to assist in operating and maintenance of fire apparatus and equipment; maintain fire stations and other related duties.

SUPERVISION RECEIVED/EXERCISED: This position reports to an assigned Fire Captain. Technical supervision is received from a Fire Engineer regarding the operation and maintenance of vehicles, equipment, and apparatus.

DISTINGUISHING CHARACTERISTICS: Upon appointment of employment to the position of Firefighter, employee shall be required to maintain a valid California License as an Emergency Medical Technician (E.M.T.) or Paramedic. Certification from a local accreditation Agency (LA County DHS) for paramedic must be obtained at time of appointment.~~—~~. A current State of California and Los Angeles County Paramedic license and accreditation. A current State of California or National Registry Paramedic Certification. Employees may be required to obtain California State Paramedic License (the City will provide the required training).

PRIMARY DUTIES AND RESPONSIBILITIES:

The following essential functions are those that are critical, integral, necessary, crucial, primary and fundamental to the job. Incumbents who possess the requisite skill, experience, education, and other job-related requirements of a position are expected to perform the essential functions of the job with or without a reasonable accommodation.

*The following duties **ARE NOT** intended to serve as a comprehensive list of all duties performed by all employees in this classification, only a representative summary of the primary duties and responsibilities. Incumbent(s) may not be required to perform all duties listed and may be required to perform additional, position-specific duties.*

- Responds to fires, rescues, medical emergencies and requests for public service; lays hose lines; operates engine pumping equipment as required; directs fire stream for proper extinguishment application; raises, lowers and climbs ladders.
- Conducts salvage and overhaul operations; operates all department equipment; administers emergency medical care to the sick and injured; assists in the repair and maintenance of apparatus and equipment.
- Assists in maintaining fire stations; answers general questions from the public; participates in public education and awareness presentations.
- Participates in training exercises; cleans flushes and performs minor repairs to fire hydrants; performs fire prevention inspections and pre-fire planning.
- Acts as relief engineer as needed; may be required to respond to emergencies as needed outside of regular duty hours and performs other related duties as required and assigned.

MINIMUM QUALIFICATIONS:

Education and Experience:

- High school Diploma or (G.E.D.) equivalent or post-secondary degree (i.e. Associate's degree, Bachelor's degree, etc.)
- License at the time of application. Valid California State Emergency Medical Technician License ~~and California Paramedic License –~~ **OR**
- Paramedic License with accreditation from Los Angeles County Department of Health Services. ~~at time of appointment.~~
- Valid Health Care Provider CPR card.
- Valid CPAT Certification Card current within a year.
- ~~Successful completion of a Fire Fighter I training academy approved by the California State Fire Marshall.~~

Age: Applicants must be at least eighteen (18) years of age at the time of application.

Required Licenses or Certifications: Possession of a valid California Class C driver's license issued by the State Department of Motor Vehicles.

DESIRABLE QUALIFICATIONS:

- Successful completion of a Fire Fighter I training academy approved by the California State Fire Marshall is desirable.

Required Knowledge of:

- The geography of the local area.
- Firefighting methods and techniques, and basic operation and mechanics of firefighting equipment.
- The location of hydrants and water mains, and major fire hazards.

Required Skill in:

- Maintaining proficiency in emergency medical techniques, including cardiopulmonary resuscitation.
- Learning to drive a fire apparatus with care and safety in accordance with the California Vehicle Code and Fire Department procedures.
- Applying fire and life safety codes and regulations.
- Understanding and carrying out oral and written directions; retaining presence of mind in emergency situations.
- Establishing and maintaining a cooperative working relationship with those contacted in the course of work.

- Meet physical and health status requirements necessary for performance in this classification of work as outlined in the City's Medical Standards for Applicants and Employees.

City of Compton		
POSITION TITLE: Firefighter		
Department: Fire	**Class Code:**	7112
Revised Date: ~~October 31, 2019~~ April 24, 2023	**FLSA Status:**	
Personnel Board Approved: ~~**April 18, 2019**~~	**Bargaining Unit:** Firefighters Local 2216	
Council Approved: ~~**November 12, 2019**~~ ~~***Resolution No. 25,159***~~		

GENERAL PURPOSE: Under direct supervision, performs emergency operations, participates in fire prevention activities; to assist in operating and maintenance of fire apparatus and equipment; maintain fire stations and other related duties.

SUPERVISION RECEIVED/EXERCISED: This position reports to an assigned Fire Captain. Technical supervision is received from a Fire Engineer regarding the operation and maintenance of vehicles, equipment, and apparatus.

DISTINGUISHING CHARACTERISTICS: Upon appointment of employment to the position of Firefighter, employee shall be required to maintain a valid California License as an Emergency Medical Technician (E.M.T.) or Paramedic. Certification from a local accreditation Agency (LA County DHS) for paramedic ~~must be obtained~~ is desirable at time of appointment.~~.~~ A current State of California and Los Angeles County Paramedic license and accreditation. A current State of California or National Registry Paramedic Certification. Employees may be required to obtain California State Paramedic License (the City will provide the required training).

PRIMARY DUTIES AND RESPONSIBILITIES:

The following essential functions are those that are critical, integral, necessary, crucial, primary and fundamental to the job. Incumbents who possess the requisite skill, experience, education, and other job-related requirements of a position are expected to perform the essential functions of the job with or without a reasonable accommodation.

*The following duties **ARE NOT** intended to serve as a comprehensive list of all duties performed by all employees in this classification, only a representative summary of the primary duties and responsibilities. Incumbent(s) may not be required to perform all duties listed and may be required to perform additional, position-specific duties.*

- Responds to fires, rescues, medical emergencies and requests for public service; lays hose lines; operates engine pumping equipment as required; directs fire stream for proper extinguishment application; raises, lowers and climbs ladders.
- Conducts salvage and overhaul operations; operates all department equipment; administers emergency medical care to the sick and injured; assists in the repair and maintenance of apparatus and equipment.
- Assists in maintaining fire stations; answers general questions from the public; participates in public education and awareness presentations.
- Participates in training exercises; cleans flushes and performs minor repairs to fire hydrants; performs fire prevention inspections and pre-fire planning.
- Acts as relief engineer as needed; may be required to respond to emergencies as needed outside of regular duty hours and performs other related duties as required and assigned.

PROPOSED - With Markup

MINIMUM QUALIFICATIONS:

Education and Experience:

- High school Diploma or (G.E.D.) equivalent or post-secondary degree (i.e. Associate's degree, Bachelor's degree, etc.)
- License at the time of application. Valid California State Emergency Medical Technician License ~~and California Paramedic License –~~ **OR**
- Paramedic License with accreditation from Los Angeles County Department of Health Services. ~~at time of appointment.~~
- Valid Health Care Provider CPR card.
- Valid CPAT Certification Card current within a year.
- ~~Successful completion of a Fire Fighter I training academy approved by the California State Fire Marshall.~~

Age: Applicants must be at least eighteen (18) years of age at the time of application.

Required Licenses or Certifications: Possession of a valid California Class C driver's license issued by the State Department of Motor Vehicles.

DESIRABLE QUALIFICATIONS:

- Successful completion of a Fire Fighter I training academy approved by the California State Fire Marshall is desirable.

Required Knowledge of:

- The geography of the local area.
- Firefighting methods and techniques, and basic operation and mechanics of firefighting equipment.
- The location of hydrants and water mains, and major fire hazards.

Required Skill in:

- Maintaining proficiency in emergency medical techniques, including cardiopulmonary resuscitation.
- Learning to drive a fire apparatus with care and safety in accordance with the California Vehicle Code and Fire Department procedures.
- Applying fire and life safety codes and regulations.
- Understanding and carrying out oral and written directions; retaining presence of mind in emergency situations.
- Establishing and maintaining a cooperative working relationship with those contacted in the course of work.

PROPOSED - With Markup

- Meet physical and health status requirements necessary for performance in this classification of work as outlined in the City's Medical Standards for Applicants and Employees.

PROPOSED - With Markup

City of Compton		
POSITION TITLE: Firefighter		
Department: Fire	**Class Code:**	7112
Revised Date: April 24, 2023	**FLSA Status:**	
Personnel Board Approved: June 21, 2023	**Bargaining Unit:** Firefighters Local 2216	
Council Approved:		

GENERAL PURPOSE: Under direct supervision, performs emergency operations, participates in fire prevention activities; to assist in operating and maintenance of fire apparatus and equipment; maintain fire stations and other related duties.

SUPERVISION RECEIVED/EXERCISED: This position reports to an assigned Fire Captain. Technical supervision is received from a Fire Engineer regarding the operation and maintenance of vehicles, equipment, and apparatus.

DISTINGUISHING CHARACTERISTICS: Upon appointment of employment to the position of Firefighter, employee shall be required to maintain a valid California License as an Emergency Medical Technician (E.M.T.) or Paramedic. Certification from a local accreditation Agency (LA County DHS) for paramedic is desirable at time of appointment. A current State of California and Los Angeles County Paramedic license and accreditation. A current State of California or National Registry Paramedic Certification. Employees may be required to obtain California State Paramedic License (the City will provide the required training).

PRIMARY DUTIES AND RESPONSIBILITIES:

The following essential functions are those that are critical, integral, necessary, crucial, primary and fundamental to the job. Incumbents who possess the requisite skill, experience, education, and other job-related requirements of a position are expected to perform the essential functions of the job with or without a reasonable accommodation.

*The following duties **ARE NOT** intended to serve as a comprehensive list of all duties performed by all employees in this classification, only a representative summary of the primary duties and responsibilities. Incumbent(s) may not be required to perform all duties listed and may be required to perform additional, position-specific duties.*

- Responds to fires, rescues, medical emergencies and requests for public service; lays hose lines; operates engine pumping equipment as required; directs fire stream for proper extinguishment application; raises, lowers and climbs ladders.
- Conducts salvage and overhaul operations; operates all department equipment; administers emergency medical care to the sick and injured; assists in the repair and maintenance of apparatus and equipment.
- Assists in maintaining fire stations; answers general questions from the public; participates in public education and awareness presentations.
- Participates in training exercises; cleans flushes and performs minor repairs to fire hydrants; performs fire prevention inspections and pre-fire planning.
- Acts as relief engineer as needed; may be required to respond to emergencies as needed outside of regular duty hours and performs other related duties as required and assigned.

PROPOSED - No Markup

City of Compton
Firefighter

MINIMUM QUALIFICATIONS:

Education and Experience:

- High school Diploma or (G.E.D.) equivalent or post-secondary degree (i.e. Associate's degree, Bachelor's degree, etc.)
- License at the time of application. Valid California State Emergency Medical Technician License **OR** Paramedic License with accreditation from Los Angeles County Department of Health Services.
- Valid Health Care Provider CPR card.
- Valid CPAT Certification Card current within a year.

Age: Applicants must be at least eighteen (18) years of age at the time of application.

Required Licenses or Certifications: Possession of a valid California Class C driver's license issued by the State Department of Motor Vehicles.

DESIRABLE QUALIFICATIONS:

- Successful completion of a Fire Fighter I training academy approved by the California State Fire Marshall is desirable.

Required Knowledge of:

- The geography of the local area.
- Firefighting methods and techniques, and basic operation and mechanics of firefighting equipment.
- The location of hydrants and water mains, and major fire hazards.

Required Skill in:

- Maintaining proficiency in emergency medical techniques, including cardiopulmonary resuscitation.
- Learning to drive a fire apparatus with care and safety in accordance with the California Vehicle Code and Fire Department procedures.
- Applying fire and life safety codes and regulations.
- Understanding and carrying out oral and written directions; retaining presence of mind in emergency situations.
- Establishing and maintaining a cooperative working relationship with those contacted in the course of work.
- Meet physical and health status requirements necessary for performance in this classification of work as outlined in the City's Medical Standards for Applicants and Employees.

PROPOSED - No Markup

June 27, 2023

TO: **HONORABLE MAYOR AND COUNCIL MEMBERS**

FROM: **HUMAN RESOURCES DEPARTMENT**

SUBJECT: **A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON APPROVING A MEMORANDUM OF AGREEMENT (MOA) BETWEEN THE CITY OF COMPTON AND THE SERVICE EMPLOYEES INTERNATIONAL UNION (S.E.I.U), LOCAL 721, MAINTENANCE AND TRADES FOR FISCAL YEAR 2022-2023**

SUMMARY

The City Council will consider this resolution adopting a one-year employment contract (Memorandum of Agreement) between the City of Compton and Service Employees International Union (S.E.I.U.) Local 721, Maintenance and Trades.

BACKGROUND

The City of Compton has four union locals that represent the majority of its Miscellaneous (Non-Safety) employees. The proposed MOA is for Service Employees International Union (S.E.I.U.), Local 721, Maintenance and Trades representing service employees in the City of Compton.

The previous union agreement between the City and Service Employees International Union (S.E.I.U.), Local 721, Maintenance and Trades expired on June 30, 2022. In May 2023, the Service Employees International (S.E.I.U.), Local 721, Maintenance and Trades agreed to a Side Letter of Agreement modifying the terms of the MOA for a period of one year. In May 2023, the City and Service Employees International Union (S.E.I.U.), Local 721, Maintenance and Trades met and ratified the agreement.

STATEMENT OF THE ISSUE

Over the past months, the City has been negotiating with Service Employees International Union (S.E.I.U.), Local 721, Maintenance and Trades regarding salary and benefits and has come to an agreement. SEIU Local 721, Maintenance and Trades has met with its members and voted to approve the terms of contract agreed to during negotiations. The proposed ratified MOA must now be approved by the City Council, at which point the MOA can be executed and implemented.

FISCAL IMPACT

The fiscal impact of the 7.5% base pay increase for Service Employees International Union (S.E.I.U.), Local 721, Maintenance and Trades for fiscal year 2022-2023 is $381,756.72.

The fiscal impact of the 1.5% one time off-schedule payment for Service Employees International Union (S.E.I.U.), Local 721, Maintenance and Trades for fiscal year 2022-2023 is $76,351.34.

RECOMMENDATION

Staff recommends approval of the attached Resolution adopting the MOA for Service Employees International Union (S.E.I.U.), Local 721, Maintenance and Trades.

SHRISTIE N. TORRES
HUMAN RESOURCES DIRECTOR

APPROVED FOR FORWARDING:

THOMAS THOMAS
CITY MANAGER

RESOLUTION NO. _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON APPROVING A MEMORANDUM OF AGREEMENT (MOA) BETWEEN THE CITY OF COMPTON AND THE SERVICE EMPLOYEES INTERNATIONAL UNION (S.E.I.U), LOCAL 721, MAINTENANCE AND TRADES FOR FISCAL YEAR 2022-2023

WHEREAS, the City of Compton has fulfilled its meet and confer obligations as required by the Meyers-Millais-Brown Act; and

WHEREAS, the negotiations have resulted in an agreement with the City of Compton and the Service Employees International Union (S.E.I.U.) Local 721, Maintenance and Trades Unit; and

WHEREAS, the previous union agreement between the City and Service Employees International Union (S.E.I.U.), Local 721, Maintenance and Trades expired on June 30, 2022. In May 2023, the Service Employees International (S.E.I.U.), Local 721, Maintenance and Trades agreed to a Side Letter of Agreement modifying the terms of the MOA for a period of one year. In May 2023, the City and Service Employees International Union (S.E.I.U.), Local 721, Maintenance and Trades met and ratified the agreement; and

WHEREAS, it is in the best interest of the City to adopt this agreement as proposed; and

WHEREAS, the fiscal impact of the 7.5% base pay increase for Service Employees International Union (S.E.I.U.), Local 721, Maintenance and Trades for fiscal year 2022-2023 is $381,756.72; and

WHEREAS, the fiscal impact of the 1.5% one time off-schedule payment for Service Employees International Union (S.E.I.U.), Local 721, Maintenance and Trades for fiscal year 2022-2023 is $76,351.33; and

WHEREAS, the account codes shown below for Salaries (4101), Payroll Taxes (4179), Retirement (4192), and PERS Pickup (4193) will be used for the increases for a total of $458,108.05; and

Account	Amount
1004-600-000-4101	$69,217.66
1001-720-000-4101	$65,261.25
1004-720-000-4101	$42,875.94
2300-720-000-4101	$40,529.38
2502-720-000-4101	$16,181.47
6000-720-000-4101	$9,017.97
5000-860-000-4101	$3,338.28
5000-870-000-4101	$20,591.31
5000-880-000-4101	$69,692.43
5000-890-000-4101	$36,186.43
6200-890-000-4101	$3,758.40
1004-600-000-4179	$1,719.55
1001-720-000-4179	$1,703.32
1004-720-000-4179	$1,119.06
2300-720-000-4179	$1,057.82
2502-720-000-4179	$422.34
6000-720-000-4179	$235.37

Account	Amount
5000-860-000-4179	$87.13
5000-870-000-4179	$537.43
5000-880-000-4179	$1,818.97
5000-890-000-4179	$944.47
6200-890-000-4179	$98.09
2100-600-000-4192	$7,385.50
2100-720-000-4192	$7,315.79
2100-720-000-4192	$4,806.39
2100-720-000-4192	$4,543.34
2100-720-000-4192	$1,813.94
2100-720-000-4192	$1,010.91
2100-860-000-4192	$374.22
2100-870-000-4192	$2,308.29
2100-880-000-4192	$7,812.52
2100-890-000-4192	$4,056.50
2100-890-000-4192	$421.32
2100-600-000-4193	$5,270.65
2100-720-000-4193	$5,220.90
2100-720-000-4193	$3,430.07
2100-720-000-4193	$3,242.35
2100-720-000-4193	$1,294.52
2100-720-000-4193	$721.44
2100-860-000-4193	$267.06
2100-870-000-4193	$1,647.30
2100-880-000-4193	$5,575.39
2100-890-000-4193	$2,894.91
2100-890-000-4193	$300.67

WHEREAS, there are no budget amendments needed since savings from vacancies will be sufficient to cover the salary increase.

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

Section 1. That the City Council of the City of Compton does hereby approve the Memorandum of Agreement executed by the representatives of the Service Employees International Union (S.E.I.U.), Local 721, Maintenance and Trades Unit, a copy of which is attached hereto and incorporated herein by reference.

Section 2. That the City Manager is hereby directed to execute and implement the Memorandum of Agreement in accordance with the provisions of this Resolution.

Section 3. That this Resolution and the Memorandum of Agreement incorporated herein shall supersede any provisions of previously adopted City policies that conflict with the provisions of this Memorandum of Agreement.

Section 4. That a certified copy of this Resolution shall be forwarded to the offices of the City Attorney, City Clerk, City Manager, City Controller, SEIU Local 721, Maintenance and Trades Unit and the Human Resources Department.

Section 5. That the Mayor shall sign and the City Clerk shall attest to the adoption of this Resolution.

ADOPTED this _____ day of _____, 2023.

_____
MAYOR OF THE CITY OF COMPTON

ATTEST:

_____
CITY CLERK OF THE CITY OF COMPTON

STATE OF CALIFORNIA)
COUNTY OF LOS ANGELES) ss
CITY OF COMPTON:)

I, Vernell McDaniel, City Clerk of the City of Compton, hereby certify that the foregoing Resolution was adopted by the City Council of the City of Compton, signed by the Mayor and attested by the City Clerk at a regular meeting thereof held on the _____ day of _____, 2023.

That said Resolution was adopted by the following vote, to wit:

AYES: COUNCIL MEMBERS-
NOES: COUNCIL MEMBERS-
ABSENT: COUNCIL MEMBERS-
ABSTAIN: COUNCIL MEMBERS-

_____
CITY CLERK OF THE CITY OF COMPTON

City of Compton, and the Service Employees International Union, Local 721 (SEIU)
Maintenance and Trades Unit
2022-2023 Memorandum of Agreement
5.3.23

LIST OF TENTATIVE AGREEMENTS

	ARTICLE
1.	Article 10 - Standby/Callback
2.	Article 19 - Compensation
3.	Article 21 – Union Business
4.	Article 23 – Holidays
5.	Article 36 – Educational Reimbursement
6.	Article 37 – Certification/Licenses
7.	Article 40 – Safety Boot/Shoe Reimbursement

ARTICLE 10. STANDBY/CALLBACK

Additional compensation shall be paid to bargaining unit members assigned to be on call for emergency maintenance or repair work during periods other than normal working hours. The rate of pay for a bargaining unit member on standby status who responds to all Calls shall be thirty ($30.00) per day or fifty-five ($55.00) dollars per day for legally recognized holidays during the standby period.

The order of standby will be determined by seniority within the Unit. Upon approval of this MOA by the City Council, the current order of standby will be reset based on the seniority within the Unit. All unit members will be afforded an opportunity to volunteer for standby before those with the highest seniority receive additional opportunity to volunteer.

Overtime work performed during a callback period shall be paid at the rate of one and one-half times the straight time hourly rate for the time worked, but not less than two (2) hours regardless of the actual time worked, exclusive or such standby premium.

During the standby period (provided the bargaining unit member makes himself/herself available and responds to all calls for emergency work), the bargaining unit member so assigned will received the weekly standby premium for the entire period. Bargaining unit employees of this Unit shall serve standby assignments when requested by the department manager. A bargaining unit member who is found to be unavailable, or who does not respond to an emergency call, shall not qualify for standby pay for the entire standby period except in cases where he has notified his supervisor in advance of an emergency which will prevent his responding. In that event, the bargaining unit member shall be compensated only for the prorated portion of the entire weekly standby period for which he was available. The City will furnish two cellular phones for each section for use by bargaining unit members serving standby duty.

///

///

Should there be a need to respond to a call, two bargaining unit members who are on stand-by status shall respond to the call.

Agreed to:

Date: 5-15-23

Jason Adkin, President
SEIU 721

Date: 5-15-23

Thomas Thomas, City Manager
City of Compton

Thomas Walker, Vice President
SEIU 721

Kevin Monk, Representative
SEIU 721

ARTICLE 19. COMPENSATION

B. Adjustments to Compensation

For the 2022-2023 fiscal year, effective retroactive to July 1, 2022, there will be seven and 1/2 (7.5%) percent wage increase to base pay for unit members, which shall be reflected in the City's salary ranges. The payment will be made within ninety (90) days from approval of the entire MOA by both the SEIU membership and City Council.

For the 2022-2023 fiscal year, there will be a one time, one and 1/2 (1.5%) percent off-schedule wage payment for unit members, based on the salary ranges as of June 30, 2022. The payment will be made within sixty (60) days from approval of the entire MOA by both the SEIU membership and City Council.

C. Parity

If any bargaining unit, except Firefighters, receives a total compensation package exceeding the percentage amount SEIU agrees to, the difference shall be provided to each unit represented by SEIU. The trigger for parity for this agreement shall be a total percentage pay amount greater than 9.0% for the 2022-2023 fiscal year.

Agreed to:

Date: 5-15-23

Jason Adkin, President
SEIU 721

Thomas Walker, Vice President
SEIU 721

Kevin Monk, Representative
SEIU 721

Date: 5-19-23

Thomas Thomas, City Manager
City of Compton

ARTICLE 21. UNION BUSINESS

Any bargaining unit members may be granted time off to perform union functions, inclusive of conferences, conventions, seminars (but precluding local political activity). This time, to be granted without loss of pay, not to exceed an aggregate of 100 per fiscal contract year, and 150 hours per fiscal contract year, during "even years" (i.e. 2024, 2026, etc.) wherein it is an election year for all such bargaining unit members and functions, provided that reasonable notice is provided to the department manager. Written confirmation must be submitted to department manager after attending any union functions described. Confirmation shall include the date and times of attendance on appropriate letterhead executed by the provider of the function.

Agreed to:

Date: 5-15-23

Jason Adkin, President
SEIU 721

Date: 5-15-23

Thomas Thomas, City Manager
City of Compton

Thomas Walker, Vice President
SEIU 721

Kevin Monk, Representative
SEIU 721

ARTICLE 23. HOLIDAYS

Full time bargaining unit members of this Unit shall receive time off with pay on holidays as designated by the City Council. When a holiday falls on Sunday, the following Monday shall be observed; and when a holiday falls on Saturday, the preceding Friday shall be observed. When the employee's birthday or holiday falls on a weekend or during his/her scheduled vacation, employee will receive another day off, when requested, subject to approval of his/her supervisor. The employee's birthday holiday must be used within one year in which the birthday falls.

The City Manager shall have authority to order all bargaining unit members of any department to work on any holiday. A new bargaining unit member whose first workday is the day after a City holiday shall not be paid for that holiday. A bargaining unit member who is terminating his/her employment with the City for reasons other than paid City retirement and whose last day as a paid employee is the day before a City holiday shall not be paid for that holiday.

In order to receive holiday pay, a bargaining unit member must have worked for all or a portion of both the regularly scheduled working assignments immediately prior to and immediately after that holiday, unless such bargaining unit member is on paid vacation or sick leave.

In order to be compensated for holiday time, a bargaining unit member must turn in a medical statement from the attending physician explaining illness for the day taken before and/or after the holiday. The City agrees to provide the following paid holidays to bargaining unit members of this unit:

Independence Day
Labor Day
Admission Day
Veterans Day
Thanksgiving Day
Friday after Thanksgiving
Christmas Day*
New Year's Day
Dr. Martin Luther King, Jr., Birthday

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* *Employees assigned an alternate work schedule (Monday through Friday) will receive this day as a regular holiday. Employees assigned a 4–10 work schedule (Monday through Thursday) will receive this day as a Floating Holiday, to be used by June 30 of each year.*

Lincoln's Birthday
Washington's Birthday
César Chávez Holiday
Cinco de Mayo
Memorial Day
Juneteenth
Employee's Birthday (Floating)

By action of Resolution, the City Council establishes legal holidays for City employees each year. When a bargaining unit member calls in sick on a designated holiday and is scheduled to work on that day; a doctor's statement shall be submitted to the Department together with the time card in order to be eligible for sick benefits. This statement shall specify the date and the nature of the illness.

If the City Council declares a holiday but bargaining unit members are unable to observe it due to work requirements, bargaining unit members will be granted equivalent time off. If bargaining unit members request and are denied the opportunity to schedule any floating holiday time, the City shall pay for the unused time.

All floating holidays approved by the City Council shall be "front-loaded", i.e., credited to each employee's leave bank on July 1 of each year. Employees shall be allowed to use this holiday time in advance of when it is actually earned. However, in the event that an employee voluntarily terminates employment with the City and he/she has taken unearned holiday time, that time shall be deducted from his/her vacation accrual and/or his/her final paycheck at the City's option.

Agreed to:

Date: 5-15-23

Jason Adkin, President
SEIU 721

Date: 5-15-23

Thomas Thomas, City Manager
City of Compton

Thomas Walker, Vice President
SEIU 721

Kevin Monk, Representative
SEIU 721

ARTICLE 36. EDUCATIONAL REIMBURSEMENT

The City shall reimburse bargaining unit member for tuition and books up to a maximum of $3,000.00 per fiscal year, providing that the bargaining unit members enrolled in educational institutions comply with the provisions listed herein. In no case shall bargaining unit members receive reimbursement above actual costs on any expenditure or grant reimbursement, nor will veterans be eligible to participate while receiving financial remuneration through the GI Bill.

Agreed to:

Date: 5-15-23

Jason Adkin, President
SEIU 721

Date: 5-15-23

Thomas Thomas, City Manager
City of Compton

Thomas Walker, Vice President
SEIU 721

Kevin Monk, Representative
SEIU 721

ARTICLE 37. CERTIFICATION/LICENSES

The City shall pay the cost for any special license or certificate required for the performance of job duties. The City shall also provide release time where necessary for employees to take tests and/or training required to retain such special license or certificate.

A. The City Manager may authorize three percent (3%) additional premium compensation to an employee who possesses a specialized license or certification which is not required by their job classification if the City requests that the license/certification be used by the employee to complete a temporary project or assignment. The three percent (3%) additional compensation shall be paid from the first day of the special assignment/project until the last day that the employee performs the duties of the special assignment/project.

B. Alternatively, the City Manager may authorize three percent (3%) additional premium compensation to an employee who possesses a specialized license or certification which is not required by their job classification if the employee is requested to use the license or certification on a regular basis.

C. Employees may qualify to receive compensation under both subparagraphs (A) and (B) simultaneously.

D. In order for the employee to qualify for the additional compensation, the department director must make a formal written request to the City Manager outlining the specific certification or license needed, the work project or task to be completed and the approximate length of time it will take to complete the project.

E. In the event of an emergency situation declared by the department director, where the work cannot be delayed, the City Manager or designee may provide a temporary written authorization, signed or acknowledged in writing, by both the department director and employee for the work to be performed and the additional compensation.

F. This Article does not apply when the City requests to utilize an employee's certification that is needed by the City to continue functioning, when the employee is not assigned additional work. In these instances, the City shall meet and confer with the Union regarding premium pay for such usage.

Agreed to:

Date: 5-15-23

Jason Adkin, President
SEIU 721

Date: 5-15-23

Thomas Thomas, City Manager
City of Compton

Thomas Walker, Vice President
SEIU 721

Kevin Monk, Representative
SEIU 721

ARTICLE 40. SAFETY BOOT/SHOE REIMBURSEMENT

Permanent bargaining unit members required to wear safety footwear as part of their uniform shall receive up to $275.00 a year for safety boots upon the presentation of a receipt to the Unit member's supervisor. For those employees who are required to wear athletic footwear as part of their uniforms, reimbursement for approved footwear of up to $275.00 annually per employee will be provided upon the presentation of a receipt, to the Unit member's supervisor.

Agreed to:

Date: 5-15-23

Jason Adkin, President
SEIU 721

Date: 5-15-23

Thomas Thomas, City Manager
City of Compton

Thomas Walker, Vice President
SEIU 721

Kevin Monk, Representative
SEIU 721

DRAFT

MEMORANDUM

OF

AGREEMENT

CITY OF COMPTON,
A MUNICIPAL CORPORATION

AND

SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 721

MAINTENANCE AND TRADES UNIT

JULY 1, 2022
TO
JUNE 30, 2023

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PREAMBLE

This Memorandum of Understanding (MOU) has been prepared pursuant to the terms of Government Code, Section 3500, which is hereby incorporated by reference as is fully set forth herein, and has been executed by the City Manager on behalf of the City Council of the City of Compton, hereinafter referred to as the City, and by the Service Employees International Union, Local 721 (SEIU), Maintenance and Trades Unit hereinafter referred to as Union, on behalf of all employees as described in Article 1, Recognition, occupying position-classification set forth in Article 19, Compensation. It is, however, the mutual understanding of all parties hereto, that such Agreement is of no force or affect whatsoever, unless or until ratified and approved by resolution duly adopted by the City Council of the City of Compton.

The Personnel Rules and Regulations adopted November 6, 1979, by Resolution #12,522, shall be applicable to employees of this Unit. It is specifically understood that the expressed terms of this Agreement prevail where provisions are inconsistent.

ARTICLE 1. RECOGNITION

Service Employees International Union, Local 721, Maintenance and Trades (SEIU) is hereby acknowledged by the City as the recognized employee organization representing all permanent and full-time employees who occupy classified positions within the Maintenance and Trades Unit. The Unit, as presently established, consists of the classifications shown in Article 19, Compensation.

ARTICLE 2. SCOPE OF REPRESENTATION

The scope of representation shall include all matters relating to employment conditions and employer-employee relations, including, but not limited to, wages, hours and other terms and conditions of employment, except however, that the scope of representation shall not include consideration of the merits, necessity, or organization of any service or activity provided by law or organization or executive order. The City agrees to consult with the Union on all classification specifications determined to be within the internal and occupational community of

interest to the Union. In the event that the Union disputes the City's determination of community of interest and appropriate unit, the matter will be submitted to the State Mediation and Conciliation Service (SMCS) for mediation or for recommendation resolving the dispute.

ARTICLE 3. PAYROLL DEDUCTIONS

A. **Dues Deduction**

It is mutually agreed that the City will deduct dues and assessments twice each month, provided there is not more than one deduction per pay period, in an amount certified to be current and correct by the Union, from the pay of those employees the Union also certifies who have individually requested in writing that such deductions be made. The total amount of all such deductions shall be remitted by the City to the Union. The Union also agrees to maintain the individual employees' current written authorization forms to make such deductions.

This process for making payroll dues deductions authorization shall remain in full force and effect during the term of this Agreement, as specified in Council Resolution Number 10,471. The City shall not be responsible for failure to terminate a dues deduction absent advance written notice of such revocation by the Union. The Union will be responsible for refunding any deductions to non-member employees whom the City has already remitted to the Union after such cancellation or revocation. SEIU 721 agrees to indemnify and hold the City harmless against any and all claims, suits, orders or judgments brought or issue against the City as a result of dues deduction or transmittal of such funds to SEIU 721, including claims for deductions made in reliance on the Union's representations and certifications regarding valid written employee dues deduction authorizations.

Each pay period, the Employer will provide the Union with the following information regarding bargaining unit members:

Employee Name

Employee ID # (File #)

Earning Per pay Period

Amount Deducted for the Pay Period (will include itemization of the deductions — Union dues, COPE, etc.)

Each pay period, the Union shall provide the employer with an "authorized deduction report" which includes bargaining unit members who have authorized the deduction of Union dues, COPE and other deductions and the deduction amounts.

The Employer shall make the dues and other applicable deductions from the employees' paychecks and remit such itemized deductions to the Union via Electronic Funds Transfer (EFT) within seven (7) business days of each payday.

B. **Committee on Political Education (COPE)**

Employees may make voluntary contributions to the Union's registered political action committees. The employer shall make the deduction of the voluntary contributions in the same manner as the dues deduction process.

Every pay period the Union will notify the employer with a list of employees and the appropriate deduction amount on the "authorized deduction report" of the employees who have signed an authorization for the COPE deduction.

Employees may discontinue voluntary political deductions by providing notice of cancellation to the Union at any time and the Union shall transmit such notice of cancellation to the Employers by the next full pay period cycle.

ARTICLE 4. NON-DISCRIMINATION

The parties mutually reaffirm their respective policies of nondiscrimination in the treatment of any employees because of race, religious creed, color, national origin, ancestry, citizenship, physical or mental disability, legally protected medical condition, military and

veteran status, sexual orientation (including heterosexuality, homosexuality, and bisexuality) gender identity, gender expression, marital status, genetic information, sex (including pregnancy, childbirth, medical conditions related to pregnancy or childbirth and breastfeeding or a medical condition related to breastfeeding), age (40 and above), any other basis protected by law (e.g. an individual's opposition to unlawful conduct; an individual's association with a person of a protected class), political affiliation or union activities as defined by applicable sections of California Government Code (MMBA) or other protected classifications as defined by Federal or California state law.

ARTICLE 5. BULLETIN BOARDS AND OFFICE SPACE

The City shall provide office space to be used by the Union. The parties agree that the Union will be allowed continual use of bulletin boards presently used. The Union shall limit its posting of notices and bulletins to such areas. The Union agrees to forward a copy of each notice and/or bulletin to the Office of the City Human Resources Department prior to posting.

ARTICLE 6. PERSONAL LEAVE

Each bargaining unit member shall be allowed to designate up to 45 hours of accrued sick leave, as personal leave per calendar year. Bargaining unit members shall be allowed to use this leave for personal business; bargaining unit members shall give at least one (1) day's notice, where possible, of any intended use of personal leave. The only specific prohibition is that it cannot be used to provide for the three (3) day waiting period for workers' compensation claims. Personal leave days may not be accumulated from year to year.

In accordance with California Labor Code section 233, bargaining unit members may use up to fifty percent (50%) of his/her accrued sick leave per calendar year to care for the illness or injury of an immediate family members. Immediate family for purposes of this article is defined as spouse, domestic partner, child (including child of domestic partner),

parent, grandparent, grandchild, sister, brother, mother-in-law, and father-in law.

ARTICLE 7. BEREAVEMENT LEAVE

In the event of a death in the immediate family ("immediate family" shall mean the spouse, father, current father-in-law, mother, current mother-in-law, son, daughter, brother or sister of the employee, grandmother and grandfather, stepchildren, stepmother and stepfather, registered domestic partner, spouse's brother, spouse's sister, spouse's parents, spouse's grandparents, spouse's son-in-law and spouse's daughter-in-law), or the death of a relative residing in the employee's household at the time of death, a bargaining unit member shall be entitled to the necessary time to attend the funeral, up to a maximum of three (3) working days of bereavement leave. If bereavement leave requires the unit member to travel outside the State of California, the unit member shall be allowed to take up to five days of bereavement leave to cover the absence from work.

In the event of the death of a relative not considered in the immediate family, a bargaining unit member shall be entitled to take the necessary time to attend the funeral. This leave shall be charged against accrued sick time. If there is not accrued sick time, the bargaining unit member should then request vacation in accordance with the vacation procedures. The City reserves the right to verify leave taken pursuant to this section.

ARTICLE 8. SICK LEAVE BANK PAYMENTS UPON SEPARATION

Effective with the Resolution adopting this agreement, upon separation from the service due to termination for any reason other than disciplinary causes, every bargaining unit member shall be entitled to receive as severance pay (calculated at the final level of compensation), a proportion of sick leave accrual in accordance with the following schedule.

Severance Pay Proportion of Sick

Length of Service	Up to 800 hrs.	Leave Bank Over 800 hrs
0– 4 years	10%	0%
5–10 years	25%	0%
10–14 years	50%	25%
15–19 years	75%	50%
20–24 years	100%	75%
25 years or more	100%	100%

Bargaining unit members hired on or after July 1, 2014, shall not be entitled to the 0–4 years benefit.

A. After payment of the severance amount calculated as described above, all accumulated sick leave shall permanently be lost, and no other payments shall be made to any other employee in lieu thereof.

B. Severance pay will be granted only one time during the lifetime of any one employee.

C. The total severance pay to which each bargaining unit member may be entitled based upon this Rule shall be actually paid in installments on each regular City pay day in an amount not in excess of the compensation to which the employee would have been entitled if still employed, until the entire severance pay entitlement has been exhausted.

ARTICLE 9. HEALTH/WELFARE BENEFITS

A. Medical Insurance Coverage

For the term of this agreement the City shall pay up to the maximum of the Kaiser Los Angeles Region Family rate. The City's actual contribution for each bargaining unit member shall be based upon the bargaining unit member's enrollment in a plan provided through the City's contract with Public Employees Retirement System (PERS) and status as:

1. Employee only

2. Employee and 1 dependent

3. Employee and 2 or more dependents

At the City's request, bargaining unit members shall submit verifiable proof of dependence for any one they seek to cover. Acceptable proof includes, but not limited to: marriage license, last IRS 1040 form, and certificates of birth. This shall apply to all bargaining unit members who are currently enrolled as well as new hires.

B. Dental Insurance

1. For the term of this Agreement, the City shall provide full payment for Citywide pre-paid plans. Dental coverage is available for employees and eligible dependents.

2. It is specifically understood that bargaining unit members shall pay any and all additional premium increases related to the orthodontic benefits and additional options not provided for in or in excess of the citywide basic plan through monthly payroll deductions.

INTENT: It is the intention of the Article to specify the City's obligations in paragraph "1" and the Unit member's responsibilities in paragraph "2."

C. State Disability Insurance

The City agrees to provide State Disability Insurance (SDI) at no cost to bargaining unit members.

D. Life Insurance

The City shall provide life insurance for bargaining unit members in the amount of $40,000.

E. The City shall not contribute towards any benefits when bargaining unit members are on unpaid status, or on suspension during the time the deductions are made except as provided by law.

F. Vision Insurance

Bargaining unit members and eligible dependents shall receive vision coverage under the City's vision benefit plan at no cost to the member.

G. Administration of Fringe Benefits

The City reserves the right to select, change, administer, or fund any fringe benefits program involving insurance that now exists or may exist in the future during the term of Agreement. In the administration of fringe benefits programs involving insurance, the City shall have the right to select the insurance carrier or other method of providing coverage to fund insurance benefits described herein during the term of this Agreement. The City shall meet and confer with the Union prior to any change of insurance carrier or method of funding coverage for any fringe benefits during the term of this Agreement. No change in insurance carrier or methods of funding coverage shall result in the reduction of benefits to any bargaining unit member covered by this Agreement unless agreed to by both parties.

H. Parity

If any other employee organization that the City has formally recognized pursuant to Resolution No. 10,471 negotiates an increase in the health insurance benefits described in Article for another City bargaining unit, the City will provide that increased benefit to bargaining unit members on the same terms and conditions that apply to the other Unit.

I. SEIU Supplemental Benefits

Within 90-days of ratification of this MOU, the parties shall meet and confer, on a mutually agreed upon schedule, to continue discussions regarding SEIU's request for the establishment of a voluntary Supplemental Benefits Program ("Program") for bargaining unit members. In the event that the parties agree to implement the Program, it shall be implemented upon Council approval during the term of this MOU.

ARTICLE 10. STANDBY/CALLBACK

Additional compensation shall be paid to bargaining unit members assigned to be on call for emergency maintenance or repair work during periods other than normal working hours. The rate of pay for a bargaining unit member on standby status who responds to all Calls shall be thirty ($30.00) per day or fifty-five ($55.00) dollars per day for legally recognized holidays during the standby period.

The order of standby will be determined by seniority within the Unit. Upon approval of this MOA by the City Council, the current order of standby will be reset based on the seniority within the Unit. All unit members will be afforded an opportunity to volunteer for standby before those with the highest seniority receive additional opportunity to volunteer.

Overtime work performed during a callback period shall be paid at the rate of one and one-half times the straight time hourly rate for the time worked, but not less than two (2) hours regardless of the actual time worked, exclusive or such standby premium.

During the standby period (provided the bargaining unit member makes himself/herself available and responds to all calls for emergency work), the bargaining unit member so assigned will received the weekly standby premium for the entire period. Bargaining unit employees of this Unit shall serve standby assignments when requested by the department manager. A bargaining unit member who is found to be unavailable, or who does not respond to an emergency call, shall not qualify for standby pay for the entire standby period except in cases where he has notified his supervisor in advance of an emergency which will prevent his responding. In that event, the bargaining unit member shall be compensated only for the prorated portion of the entire weekly standby period for which he was available. The City will furnish two cellular phones for each section for use by bargaining unit members serving standby duty.

Should there be a need to respond to a call, two bargaining unit members who are on stand-by status shall respond to the call.

ARTICLE 11. OVERTIME

Whenever a bargaining unit member is required by the City to work on a recognized holiday, the City agrees to compensate at two-and-one-half times the bargaining unit member's regular hourly rate for all hours worked on the specified holiday, provided that the employee is not absent, or on sick leave within 48 hours after such time worked.

If a bargaining unit member uses sick leave within 48-hours, a doctor's verification shall be necessary to qualify for the holiday premium. If the bargaining unit member does not provide verification of sickness, he is paid at double the bargaining unit member's employee's regular hourly rate for all hours worked on the specified holiday.

Bargaining unit members of this unit will receive cash payment at the rate of one-and-one-half times the bargaining unit member's regular rate for all hours in paid status over forty (40) hours per week, or at the bargaining unit member's request by compensatory time off (up to 150 hours).

Bargaining unit members who have accumulated comp time in excess of 150 hours will not be allowed to accumulate any comp time until their accumulated comp time has been reduced below 150 hours. A week shall be defined as beginning at 12:01 A.M. Sunday and ending 12:00 midnight the following Saturday. Given reasonable notice, bargaining unit members of this unit shall perform overtime work as requested by the department manager. Request for the use of compensatory time accrued under previous agreements and this agreement must be submitted in writing in advance of intended use and will be granted upon mutual agreement between the bargaining unite member and the supervisor.

The order of overtime assignment will be determined by seniority within the Unit. Upon approval of this MOA by the City Council, the current order of overtime assignment will be reset on the seniority within the Unit. All unit members will be afforded an opportunity to volunteer for overtime assignment before those with the highest seniority receive additional opportunity to volunteer.

ARTICLE 12. HIGHER JOB CLASSIFICATION/MOVE UP ASSIGNMENT

Pursuant to the terms of this Article, a bargaining unit member who does not qualify for a higher job classification but is asked to temporarily fill that higher job classification shall be eligible for move-up pay after a one-time completion of a 5 workday training period in any higher job classification.

Any prior acting assignments will be counted toward the satisfaction of the ten (10) day training requirement for each higher job classification.

The move up assignment must be initiated by a Personnel Action Form and must be for a minimum of eight (8) hours.

Personnel action forms showing the completion of a minimum of 5 workdays move up assignment in any/each higher job classification will satisfy the requirement of the training period.

After the successful completion of a minimum of 5 workday training period, whenever a bargaining unit member is given an acting assignment to that position, the bargaining unit members shall receive compensation fixed within the higher salary range for the position in which the move-up placement is made and shall be an increase of not less than five percent (5%) of the bargaining unit member's regular base salary.

When a bargaining unit member is in a move-up assignment, he/she shall continue to receive the same fringe benefits at the same levels and rates as that unit member received prior to the move-up assignment. For purposes of this provision, auto and phone allowances are excluded. Moreover, any cash out of the value of benefits while a bargaining unit member is serving in a move-up assignment shall be at the same rate and levels as that member's classification.

While serving in a move-up assignment, the bargaining unit member shall continue to be eligible to receive any pay adjustments or advancements granted to the unit member's permanent classification.

ARTICLE 13. HOURS OF WORK

Continuous job schedules apply to those jobs or assignments which must be performed in whole or in part on each day of the year, with work days scheduled in conformity with past practice according to the particular job or assignment involved and with two (2) scheduled days of rest within each seven (7) day work week, or four (4) scheduled days of rest within each 14 day pay period.

In cases where inclement weather prevents bargaining unit members of this unit from performing his/her regular assigned duties and/or tasks, the City will make every reasonable effort to assign such bargaining unit members to other related work. If in the event no work is available or if assigning other related work prevents other bargaining unit members from performing their regular assigned duties, the City retains the right to dismiss bargaining unit members for lack of work.

Bargaining unit members under this provision may be assigned to other divisions or departments as needed before being dismissed for lack of work. Under this provision, bargaining unit members may be assigned work out of their respective classifications with no adjustment either upward or downward in compensation and benefits.

A bargaining unit member, who reports for work at the start of his/her own regularly scheduled shift and is sent home because there is no work available for him, shall receive four hours of straight time pay at his regular hourly rate for so reporting. This reporting pay provision shall not apply if the bargaining unit member was advised at least two (2) hours in advance that there would be no work, or was not reasonably available to receive such notice, when offered work during such four (4) of eight (8) hour periods refuses, to perform came.

If such bargaining unit member is put to work, he/she shall be guaranteed a minimum of four hours of work, or four hours of pay in lieu thereof. If such bargaining unit member is put to work for more than four (4) hours, he/she shall be guaranteed a minimum of eight (8) hours of pay.

ARTICLE 14. NIGHT DIFFERENTIAL

It is agreed that the City pay a night differential at the rate of ten percent (10%) above base salary to bargaining unit members of this Unit who work between the hours of 3:00 P.M. and 7:00 A.M. subject to the following conditions:

1. Any bargaining unit member who works 4 or more hours between the hours of 3:00 P.M. and 7:00 A.M. shall receive the night differential for their entire shift.

2. The night differential shall be continued on days that the bargaining unit member does not work but is on paid status, however, the city shall discontinue' the differential payment when the bargaining unit member is in paid status but absent from work more than 10 days.

ARTICLE 15. GRIEVANCE PROCEDURES

A. Purpose of Grievance Procedures:

1. To promote improved employer-employee relations.

2. To provide that grievances shall be settled as near possible to the point of origin.

3. To provide that the grievance procedures shall be as informal as possible.

B. A "Grievance" is defined as the expression of an employee's or group of employees' complaint regarding the interpretation and application of one or more provisions of the rules, regulations and conditions of employment, as embodied in this Memorandum of Agreement between the City and the Union.

C. Grievances, as herein defined, shall be processed in the following manner:

1. Step 1 (Informal)

   An employee's grievance must be submitted to the supervisor/foreman immediately in charge of the aggrieved employee within ten (10) business days after the event-giving rise to the grievance. The supervisor/foreman will give his answer to the employee by the end of the tenth calendar day following the presentation of the grievance and the giving of such answer will terminate Step 1. The ten (10) business day requirement may be waived by mutual consent of the parties involved.

2. Step 2

   If the grievance is not settled in Step 1, the employee and his representative, if any, shall, within fifteen (15) working days after the termination of Step 1, appeal in writing on the City provided form to the department head.

   The department head shall schedule a meeting place within fifteen (15) business days from date grievance is referred to Step 2.

   The department head may invite other members of management to be present at such meeting. The department head will give a written reply by the end of the fifteenth (15) business day following the date of the meeting, and giving of such reply will terminate Step 2.

3. Step 3 (City Manager's Office/Personnel Department)

   The grievance shall be submitted within fifteen (15) business days of the receipt of the response given in Step 2. The City Manager or his/her designee will respond to the employee within fifteen (15) business days of receipt of grievance. The decision of the City Manager terminates Step 3.

   If a grievance is not presented within the time limits set forth above, it shall be considered "waived". If a grievance is not

appealed to the next step within the specified time limit (or any agreed extension thereof), it shall be considered settled on the basis of the City's last answer. If the City does not answer within the specified time limits, the employee may elect to treat the grievance as denied at that step and immediately appeal the grievance to the next level.

The time limit in each step may be extended by prior mutual written agreement of the City and the employee at each step.

ARTICLE 16. ARBITRATION

Grievances which are not settled pursuant to the established procedures above, and where all other informal, internal means of settlement have been exhausted unsuccessfully, and which either party desire to contest further, shall be submitted to arbitration as provided below.

A. The matter will go to arbitration if either party files with the other in writing, a demand for such further procedures within 20 calendar days after the decision provided for by Step 3 of the Grievance Procedure.

   As soon as possible, and in any event not later than ten (10) days after either party received written notice from the other of the desire to arbitrate, the parties shall agree upon an arbitrator. If no agreement is reached within said ten (10) days, an arbitrator shall be selected from a list of seven (7) arbitrators submitted by the State Mediation and Conciliation Service by alternate striking of names until one name remains. The party who strikes the first name from the panel shall be determined by lot.

B. The arbitrator shall have no power to amend, change, add to or subtract from any of the terms of this Agreement. The decision of the arbitrator shall be based solely upon the evidence and arguments presented to him/her by the respective parties in the presence of each other.

C. The award of the arbitrator shall be binding for all grievances as defined by this Agreement. Grievances resulting from suspensions, dismissals, and demotion, shall be submitted to advisory arbitration,

and the decision and award are advisory to the City Manager and City Council.

D. The arbitrator may hear and determine only one grievance at a time without the express agreement of the City and the grievant representative.

E. The parties shall share equally the expense of the cost of arbitration, with the exception of their own counsel's fees and witness service. Also, any copies of transcripts of the proceedings other than that provided to the arbitrator shall be paid solely by the requesting party.

The CITY and SEIU Local 721 mutually agree to request the City Attorney to review the arbitration process and, if needed, recommend changes.

ARTICLE 17. REASONABLE NOTICE

It is mutually agreed that a copy of the City Council and/or Personnel Board agenda for each meeting be forwarded to the Union whenever the agenda includes items affecting employees of this Unit.

ARTICLE 18. LAYOFF AND RETRENCHMENT PROCEDURES

Any employee in the Classified Services may be laid off for lack of funds through action of the City Council, as set forth in Article XI Section 1107 of the City Charter and Rule 8 of the Rules and Regulations.

A. Abolition of Position Lay-Offs

Whenever it becomes necessary, in the opinion of the City Council, to abolish a position, or to reduce the number of employees in a given class in the Classified Service, the City Council, may do so by stating in its proceedings, its reasons therefore. Should such positions involving substantially the same duties be created or filled within one year, the employee or employees laid off shall be entitled to be appointed thereto.

All lay-offs occasioned by the abolishment of a position or the reduction in number of employees in a given classification shall be

governed by seniority service and shall be in the reverse order as seniority in service and shall be in the reverse order as hired.

Interpretation

Service Seniority is interpreted and defined as length of continuous service in the respective classification within the same occupational family group.

B. Order of Separation

Seniority in classification shall govern the order of layoff so that positions remaining, which are not abolished or are to be staffed after layoff will be occupied by employees with greatest Length of continuous service in the classification.

1. Wherever seniority in classification is equal, the following criteria shall be applied in the order below:

   a. Service within that occupational group

   b. Total City Service

   c. Relative position on eligibility list

   d. Drawing of lots

C. Voluntary Reduction in Lieu of Layoff

Any classified employee serving in a permanent or promotional probationary status who is scheduled to be laid off may, not later than five working days after notice of layoff, request a reduction to a lower class, regardless if he has previously served, a 90-day probationary period will be required. If the employee does not receive a satisfactory evaluation, he/she then reverts to the next lower position within the group in which they have accrued seniority.

Employees may revert to positions outside of the family group only when they have previously served in the respective position, and there is a vacancy or there is an incumbent in such position who has less

total service therein than the employee requesting the demotion in lieu of layoff.

The employee displaced shall be considered as laid off for the same reason as the person who displaced him and shall employ the same procedures.

The employee laid off shall be given written notice of layoff not less than 30 calendar days prior to the effective date of the layoff, and shall be informed of his/her reinstatement status in writing.

The employee laid off or displaced as a result of another employee's reversion to a lower classification shall receive written notice of layoff not less than 20 days prior to the effective date of such action.

The employee laid off as a result of a displaced employee's reversion to a lower classification shall receive written notice of layoff not less than ten (10) days prior to the effective' date of the layoff.

The names of permanent employees who have been laid off due to a reduction in force shall be placed on an appropriate layoff/reinstatement list according to the date of separation and shall be based on: last employee laid off is the first employee on the list with other employees eligible in sequential order hereafter. Said list shall be used by the appointing officer when a vacancy for that class is to be filled before certification.

D. Order of Recall

Employees in the Classified Service who have been laid off shall be placed on an appropriate layoff/reinstatement list according to the date of separation and classification of position. Said list shall be used by the appointing officer when a vacancy exists for the class or position of former employment.

Recall from layoff shall be in the reverse order of layoff within the class and in accordance with the reinstatement list compiled for such purposes.

E. Notice of Recall

Notice of recall from layoff shall be return-receipt requested mail and shall specify the date for reporting to work, which shall not be more than two weeks from the date notice, is received.

Notice shall be deemed to have been received when sent to the last known address on file with the City and delivery if certified by the Postal Service.

Notice of recall will also be forwarded to the respective employee organization. Employees to be laid off shall submit to the Personnel Department their current address at the time of separation. Upon receiving notice, the person on layoff shall have five days to accept or decline the recall opportunity.

1. If an employee fails to respond in writing within five (5) days of recall, the City will proceed to the next senior person on the reinstatement list and follow the same notice and response procedure. This process will continue through the list until recall needs are met, or the list is exhausted.

2. Any employee who refuses recall fails to report on the prescribed date within the two-week maximum thereby waives all remaining rights to recall and reinstatement as an employee.

F. Reinstatement /Restoration

Any employee who has been laid off and who is reinstated in a permanent position within one year from the date of layoff shall receive the following considerations and benefits:

1. All sick leave credited to the employee's account for which the employee was not compensated when laid off shall be restored;

2. All seniority held at the time of layoff shall be restored;

3. All prior active duty time shall be credited for the purpose of determining vacation service awards.

4. The probationary status of any employee who is interrupted by layoff must be completed upon reinstatement; however, a new probationary period of not less than 90 days will be required in all cases where the probation has been interrupted by layoff for a period of six months or more, as well as in situations where recall is to a different class or department from which displaced by layoff.

    a. Resignation in Lieu of Recall

    An employee who elects to resign in lieu of layoff or while laid off shall forfeit all rights to reinstatement, and be entitled only to those rights related to severance from the service.

    b. Assignment of Duties to Another

    The duties performed by any employee laid off may be assigned to any other employee or employees handling positions in appropriate classes.

G. Separation after Recall

Layoff for more than one year will terminate reinstatement rights. The employee will be entitled to same severance benefits and pay as are provided in the case of other separations or retirements.

H. Checkout upon Layoff, Separation or Terminations

Any employee who is laid off, terminated, or who separates from the service for any reason, shall not receive his final paycheck until he has turned in his City identification card, has cleared with his department head the disposition of any clothing, tools, or other working materials that have been provided to him by the City, and has completed all exit interviews and forms which may be required by the City Manager.

I. Severance Benefits upon Termination of Employment

The employee who is separated from the service is entitled to receive, in lieu of any other severance payments other than the benefits of a vested retirement program, those accumulations of unused and accrued vacation and sick leave credits as are provided for in this

Memorandum of Agreement. If an employee elects to withdraw all compensation due at the time of layoff, he/she must request in writing, total and final severance pay from the City Controller at least ten (10) days prior to the effective date of the layoff. Upon receipt by an employee of such amounts of accumulation, all rights to any further severance pay shall be accrued and accumulated credit for unused vacation or sick leave time, nor any lump sum payment in lieu thereof be counted as sick credit nor be deemed as compensation for purposes of establishing the level of retirement benefits under any retirement plan then in force and effect. If an employee elects to restore time for which he/she was compensated, he/she must remit any monies received to the City.

ARTICLE 19. COMPENSATION

A. Retirement Contributions

The City shall provide Classic California Employees' Retirement Systems (CalPERS) members who are covered by this MOA, the 2.7% at 55 years Retirement Plan of CalPERS. The City shall provide employees who are New CalPERS members who are covered by this MOA, the 2% at 62 years Retirement Plan of CalPERS. The City shall continue to pay the employees' share of the normal cost capped at eight percent (8%) of retirement contributions to CalPERS for Classic CalPERS members who are employed in a classification represented by SEIU Local 721. Employees defined as New CalPERS members shall pay fifty percent (50%) of the normal cost to CalPERS retirement in accord with state law.

Note: Classic members are defined as CalPERS members who were active prior to January 1, 2013, or individuals from reciprocal agencies who were active prior to January 1, 2013.

New members are defined as members who are brought into CalPERS membership for the first time on or after January 1, 2013, and who have no qualifying membership in any other California public retirement system.

B. Adjustments to Compensation

For the 2022-2023 fiscal year, effective retroactive to July 1, 2022, there will be seven and 1/2 (7.5%) percent wage increase to base pay for unit members, which shall be reflected in the City's salary ranges. The payment will be made within ninety (90) days from approval of the entire MOA by both the SEIU membership and City Council.

For the 2022-2023 fiscal year, there will be a one time, one and 1/2 (1.5%) percent off-schedule wage payment for unit members, based on the salary ranges as of June 30, 2022. The payment will be made within sixty (60) days from approval of the entire MOA by both the SEIU membership and City Council.

C. Parity

If any bargaining unit, except Firefighters, receives a total compensation package exceeding the percentage amount SEIU agrees to, the difference shall be provided to each unit represented by SEIU. The trigger for parity for this agreement shall be a total percentage pay amount greater than 9.0% for the 2022-2023 fiscal year.

D. Salary ranges of classifications represented by the Union shall be set as follows:

Classification	**7/1/222**
Air Conditioning Mechanic	125
Air Conditioning Service Worker	101
Anti-Graffiti Painter	94
Assistant Electrician	101
Automotive Service Lead Worker	83
Automotive Service Worker	73
Carpenter	136
Concrete Crew Lead worker	101
Concrete Maintenance Worker	85
Concrete Repair Worker	91
Custodian	80
Custodian Lead Worker	108

DRAFT

Classification	7/1/222
Electrical Inspector	111
Electrical Maintenance Worker	88
Electrician	136
Engineering Aide	93
Equipment Operator, Grade I	79
Equipment Operator, Grade II	87
Equipment Operator, Grade III	101
Facility Maintenance Worker I	91
Facility Maintenance Worker II	101
Facility Maintenance Worker III	115
Greenskeeper	93
Heavy Equipment Mechanic	128
Helicopter Mechanic	137
Laborer	69
Maintenance Assistant	49
Maintenance Lead Worker (MWIII)	119
Maintenance Worker I	95
Maintenance Worker II	107
Mechanic	107
Mechanic Assistant	93
Mechanic Lead worker	113
Meter Reader	121
Meter Repair Worker I	79
Meter Repair Worker II	87
Paint Crew Lead Worker	101
Painter	94
Painter II	114
Park Gardener/Caretaker	73
Park Gardener/Caretaker Trainee	58
Parks Maintenance Lead worker	119
Parks Maintenance Worker I	95
Parks Maintenance Worker II	107
Plumber	136

Classification	7/1/222
Public Works Inspector	111
Public Works Inspector Assistant	93
Pump Operator	128
Senior Engineering Aide	108
Senior Park Gardener/Caretaker	83
Senior Pump Operator	143
Sewer Maintenance Crew Lead Worker	101
Sewer Maintenance Worker	83
Small Engine Mechanic	93
Sprinkler Systems Service Worker	91
Storekeeper	101
Street Maintenance Lead Worker	101
Street Sub-foreman	83
Street Sweeper Operator	97
Traffic & Lighting Electrician	136
Traffic Painter	87
Traffic Painter Helper	74
Traffic Sign Maintenance Worker	132
Traffic Signal Technician	132
Tree Trimmer	89
Tree Trimmer Lead Worker	101
Wastewater Technician	127
Water Service Worker I	115
Water Service Worker II	128
Water Service Worker III	143

ARTICLE 20. STEWARDS

It is agreed that SEIU, Maintenance and Trades Unit may select one chief steward and five division stewards to represent this Unit. The Union agrees to give the City a written list of employees who have been selected, and such list shall be kept current by the Union.

Stewards may spend a reasonable amount of time to promptly and expeditiously investigate and process grievances without loss of pay and/or benefits of any kind. Stewards shall be free from reprisal and shall not in any way be coerced, intimidated or discriminated against as a result of their union activities and roles as stewards.

Stewards, when leaving their work location/station to transact such investigations or processing, shall first obtain permission from their immediate supervisor and inform him/her of the nature of the business. Permission to leave will be granted unless such absence would cause interference in departmental or divisional operations. If such permission cannot be granted at the time so requested, the steward will be immediately informed as to the earliest available time. Before entering a work location, the steward must obtain permission from the responsible supervisor before conducting grievance handling during work hours. Permission to leave the job will be granted to the employee involved unless such absence would cause an undue interruption or interference in operations. If the employee cannot be made available, the steward will be informed as to the time he/she will be made available. The Union agrees that a steward shall not log compensatory time spent performing at the first steps of the grievance process in an effort to resolve the grievance at the earliest possible time and increase communication between the City and the Union.

ARTICLE 21. UNION BUSINESS

Any bargaining unit members may be granted time off to perform union functions, inclusive of conferences, conventions, seminars (but precluding local political activity). This time, to be granted without loss of pay, not to exceed an aggregate of 100 per fiscal contract year, and 150 hours per fiscal contract year, during "even years" (i.e. 2024, 2026, etc.) wherein it is an election year for all such bargaining unit members and functions, provided that reasonable notice is provided to the department manager. Written confirmation must be submitted to department manager after attending any union functions described. Confirmation shall include the date and times of attendance on appropriate letterhead executed by the provider of the function.

ARTICLE 22. JURY DUTY/SUBPOENAED WITNESS

Any regular or probationary bargaining unit member who is called for jury duty, examined for jury duty, or who is summoned to attend court as a subpoenaed witness shall be compensated at his/her regular rate of pay for those hours of absence which occur during his/her regularly scheduled working hours, provided that such bargaining unit member deposits all fees for such hours, exclusive of any mileage allowance, with the City Controller.

When a bargaining unit member is a litigant, paid leave for court appearance of any kind shall not be authorized and such bargaining unit member must use any accumulated compensatory time or vacation time before authorized absence without pay for such court appearance.

ARTICLE 23. HOLIDAYS

Full time bargaining unit members of this Unit shall receive time off with pay on holidays as designated by the City Council. When a holiday falls on Sunday, the following Monday shall be observed; and when a holiday falls on Saturday, the preceding Friday shall be observed. When the employee's birthday or holiday falls on a weekend or during his/her scheduled vacation, employee will receive another day off, when requested, subject to approval of his/her supervisor. The employee's birthday holiday must be used within one year in which the birthday falls.

The City Manager shall have authority to order all bargaining unit members of any department to work on any holiday. A new bargaining unit member whose first workday is the day after a City holiday shall not be paid for that holiday. A bargaining unit member who is terminating his/her employment with the City for reasons other than paid City retirement and whose last day as a paid employee is the day before a City holiday shall not be paid for that holiday.

In order to receive holiday pay, a bargaining unit member must have worked for all or a portion of both the regularly scheduled working assignments immediately prior to and immediately after that holiday, unless such bargaining unit member is on paid vacation or sick leave.

In order to be compensated for holiday time, a bargaining unit member must turn in a medical statement from the attending physician explaining illness for the day taken before and/or after the holiday. The City agrees to provide the following paid holidays to bargaining unit members of this unit:

Independence Day
Labor Day
Admission Day
Veterans Day
Thanksgiving Day
Friday after Thanksgiving
Christmas Day*
New Year's Day
Dr. Martin Luther King, Jr., Birthday
Lincoln's Birthday
Washington's Birthday
César Chávez Holiday
Cinco de Mayo
Memorial Day
Juneteenth
Employee's Birthday (Floating)

By action of Resolution, the City Council establishes legal holidays for City employees each year. When a bargaining unit member calls in sick on a designated holiday and is scheduled to work on that day; a doctor's statement shall be submitted to the Department together with the time card in order to be eligible for sick benefits. This statement shall specify the date and the nature of the illness.

If the City Council declares a holiday but bargaining unit members are unable to observe it due to work requirements, bargaining unit members will be granted equivalent time off. If bargaining unit members request

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* *Employees assigned an alternate work schedule (Monday through Friday) will receive this day as a regular holiday. Employees assigned a 4–10 work schedule (Monday through Thursday) will receive this day as a Floating Holiday, to be used by June 30 of each year.*

and are denied the opportunity to schedule any floating holiday time, the City shall pay for the unused time.

All floating holidays approved by the City Council shall be "front-loaded", i.e., credited to each employee's leave bank on July 1 of each year. Employees shall be allowed to use this holiday time in advance of when it is actually earned. However, in the event that an employee voluntarily terminates employment with the City and he/she has taken unearned holiday time, that time shall be deducted from his/her vacation accrual and/or his/her final paycheck at the City's option.

ARTICLE 24. FUNDING

The parties recognize that revenue needed to fund the wages and benefits provided by the Agreement must be approved annually by established budgetary procedures.

The City will not cut the wages and a benefit specified in this Agreement because of budgetary limitations, but cannot and does not guarantee any level of employment in the Bargaining Unit covered by this Agreement. The City agrees to include in its annual budget request any amount sufficient to fund the wages and benefits provided by this Agreement, but makes no guarantee as to the passage of such budget request pursuant to established budget procedures.

This Article and City action hereunder shall not be subject to the established Grievance Procedure, however, the method of implementation of any layoff shall be subject to seniority, layoff and Grievance Procedure.

ARTICLE 25. CONTRACTING AND SUBCONTRACTING

The Union recognizes that the City has statutory and charter rights and obligations in contracting for matters relating to municipal operations. The right of contracting or subcontracting is vested in the City. The right to contract or subcontract shall not be used for the purpose or intention of undermining the Union nor to discriminate against any of its members.

The City further agrees that for the term of this Agreement, will not layoff, demote and/or decrease the salary of any bargaining unit employee who has completed his or her probationary period and has regular civil service

status at the time of the execution of this Agreement, because of the exercise of its contracting or subcontracting rights, except in the event of an emergency, strike, or work stoppage.

The City agrees to send a request to "Meet and Confer" to the Union, within 15 working days, prior to any final decision to subcontract bargaining unit work, in order to discuss its intent and any unforeseen impacts and hardships. The Union agrees to meet with the City within five working days once notice is received.

ARTICLE 26. WORK STOPPAGES/STRIKE/LOCK OUT PROHIBITION

The Union and its members, as individuals or as a group, will not initiate, cause, permit, or participate or join in any unauthorized strike, work stoppage, or slowdown, picketing, or any other restriction of work at any location in the City. Bargaining unit members in the bargaining unit, while acting in the course of their employment, shall not honor any picket line established in the City by the Union or by any other labor organization when called upon to cross picket lines in the line of duty.

Disciplinary action, including discharge, may be taken by the City against any employee engaged in a violation of this Article. Such disciplinary action may be undertaken selectively at the option of the City and shall not preclude or restrict recourse to any other remedies, including an action for damages, which may be available to the City.

In the event of an unauthorized strike, work stoppage, slowdown, picketing, observance of a picket line, or other restriction of work in any form, either on the basis of individual choice or collective employee conduct, the Union will promptly, upon notification, attempt to secure an immediate and orderly return to work.

This obligation and the obligations set forth in Section 1 above shall not be affected or limited by the subject matter involved in the dispute giving rise to stoppage, or by whether such subject matter is or is not subject to the grievance and arbitration provision of this Agreement.

Strikes and Lockouts

The Union agrees that during the life of this Agreement, neither the Union, its agents and/or its members will authorize, instigate, aid or engage in a work stoppage, slowdown or strike. The City agrees that during the same period, there will be no lockouts.

Individual employees or groups of employees, who instigate aid or engage in a work stoppage, slowdown, or strike, may be disciplined or discharged at the sole discretion of management.

ARTICLE 27. EMPLOYER RIGHTS

Except as explicitly limited, but, as specifically provided for in this Agreement, the City shall have the exclusive right to take any action it deems appropriate in the management of the City and the direction of work force in accordance with its judgment. All inherent statutory and common law management functions and prerogatives which the City has not expressly modified or restricted by specific provisions of this Agreement are retained and vested exclusively with the City.

The City shall have the sole and exclusive right to determine the functions and programs of the City, its overall budget, and utilization of technology, the organizational structure, the selection, direction, and number of personnel.

In addition, the City specifically reserves the exclusive right in accordance with its judgment to: reprimand or otherwise discipline employees for cause; hire, promote, transfer, and assign employees to work; determine the starting and quitting time and number of hours and days to be worked; maintain the efficiency of employees; close down buildings or any part thereof; expand, reduce, alter, combine, transfer or cease any job, department, operations or service; subcontract any work done by the employees consistent with the City Charter; control and regulate the use of the equipment and other property of the City; determine the number, location and operations of buildings, deviations, and departments thereof, the assignment of work, size and composition of the work force; make or change rules, policies or introduce new or improved research, development, maintenance, service methods, materials or otherwise generally manage the City; direct the employees and established terms

and conditions of employment, except as expressly modified or restricted by specific provisions of this Agreement.

The Union agrees that it shall not establish or attempt to enforce upon the City, or any employee, any rules or regulations that would interfere with recognized right of management to carry out the foregoing provisions.

The City hereby agrees to meet and confer on matters relating to wages, hours and other terms and conditions of employment as required by law (Section 3505 of the Government Code).

EFFECT OF LAWS, RULES AND REGULATIONS

The Union recognizes that all employees covered by this Agreement shall perform the services prescribed by the City and shall be governed by the laws of the State of California, and by the City rules, regulations, directives and orders, issued by properly designated officials.

The Union also recognizes the City's right and obligation to promulgate rules, regulations, directives and orders from time to time as deemed necessary by the City, insofar as such rules, regulations, directives and orders do not conflict with the expressed terms of this Agreement.

RESERVATION OF MANAGEMENT RIGHTS

The enumeration of the rights and duties of the City in this Agreement shall not be deemed to exclude other inherent management rights and management functions not expressly reserved herein; and all management rights and management functions not expressly delegated in this Agreement are reserved to the City.

ARTICLE 28. PREVAILING RIGHTS

To the extent that they are not express or necessary interpretation and application covered by the purposes, intents and language of this Agreement, all rights, privileges, obligations and working conditions of employment within the scope of representation presently enjoyed by the bargaining unit members within the Unit shall remain in effect and be operative during the term of the Agreement, unless eliminated, enlarged

or otherwise modified after the meet and confer process to the extent that such procedures are required by the laws of the State of California.

ARTICLE 29. LABOR MANAGEMENT MEETINGS

The City agrees to convene labor management meetings at least six (6) times per year for the purpose of informally discussing employment relations issues. At least 72 hours prior to each meeting, the Union shall present to the City a written agenda of topics to be discussed. The Union and the City agree that the meetings will be convened for the purpose of improving labor management relations and implementing mutually agreeable solutions to issues in dispute. The meetings shall be convened for the purpose of constructive discussion of City work policies and procedures.

Further, the Union and the City agree to discuss the Administration of the Contract during these meetings.

The intent here is for the parties to keep one another abreast of the day-to-day problems with respect to application of the MOA. It is not intended that any collective bargaining is to take place at these quarterly meetings.

Both parties agree that the added purpose of these meetings to foster improved employer-employee relations, reduce the number of conflicts between the Union and Management through improved communications and set the tone for negotiations at the expiration of the MOA.

During the term of this agreement the parties agree to use some of the meeting time to discuss service and job restoration planning, including but not limited to: training, review of vacant bargaining unit positions, restoration of bargaining unit jobs, contracting out, and restoring city services to pre-financial crisis levels.

ARTICLE 30. ZIPPER CLAUSE

This MOU sets forth the full and entire understanding of the parties regarding matters set forth herein, and any and all prior or existing MOU's understandings, or agreements that conflict with the matters set forth herein, whether formal or informal, are hereby superseded and terminated in their entirety. Existing policies, rules, ordinances and

resolutions that do not conflict with the matters set forth herein remain in effect. All terms and conditions of employment not covered by this Agreement shall continue to be subject to the City's direction and control.

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter appropriate for collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the City and the Union, for the life of this Agreement, each voluntarily and unqualified waives the right, and each agrees that the other shall not be obligated to bargaining collectively with respect to any subject or matter, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed this Agreement.

Notwithstanding the above, the parties agree to meet and confer upon mutual agreement. Any additions or changes in this Agreement shall not be effective unless reduced to writing and properly ratified and signed by both parties.

ARTICLE 31. RETIREMENT

The City shall provide Classic California Public Employees' Retirement System (CalPERS) members[1] who are covered by this MOA, the 2.7% at 55-retirement plan of CalPERS. The City shall provide employees who are New CalPERS members[2] who are covered by this MOA, the 2% at 62-retirement plan of CalPERS.

[1]. Classic members are defined as current CalPERS members who were active prior to January 1, 2013, or individuals from reciprocal agencies who were active prior to January 1, 2013.

[2]. New members are defined as new hires who are brought into CalPERS membership for the first time on or after January 1, 2013, and who have no prior membership in any other California public retirement system.

ARTICLE 32. VACATION

Bargaining unit members of this Unit may use vacation leaves after the satisfactory completion of six months of continuous service with the City. Permanent full time bargaining unit members accrue vacation according to the limitations described in the Personnel Rules and Regulations and the, following schedule, and permanent part time employees accrue vacation according to the limitations described in the Personnel Rules and Regulations and at one-half the amounts listed in the following:

6 months to 5 years of service	6.667 hours per month
5 to 9 years of service	10.00 hours per month
10 to 14 years of service	14.00 hours per month
15 or more years of service	17.333 hours per month

Bargaining unit members may convert up to 80 hours of accrued vacation time to cash provided the Unit member has in excess of 400 hours of accrued unused vacation time, upon the City Manager's approval.

Within sixty days of ratification of this MOU, the parties shall meet and confer on a mutually agreed upon schedule, but no less than once every two (2) weeks, regarding the vacation accruals and vacation accrual overage matter.

ARTICLE 33. EMPLOYMENT OPPORTUNITIES

Vacancies in the Classified Service shall be filled by the method prescribed in Rule 6.2A and 6.6A of the City of Compton's Personnel Rules and Regulations. The City agrees to post an employment opportunity bulletin for at least ten (10) working days to announce vacancies for any newly created unclassified positions which are deemed comparable or similar to any position represented by SEIU Local 721 (excluding positions created in the following offices: Mayor and Council, City Manager and City Attorney).

ARTICLE 34. TOOL ALLOWANCE

Upon completion of the bargaining unit member's requisite probationary period, the City agrees to provide an annual tool allowance of $500, to all classifications required to purchase and maintain their own tools.

ARTICLE 35. BILINGUAL PAY

A) The City agrees to pay $40.00 bi-weekly ($80.00 per month) to bargaining unit member when assigned to provide bilingual services. Bargaining unit members shall be required to pass a qualifying examination administered by the City to determine proficiency for bilingual assignment. Bargaining unit members accepting bilingual assignments shall be assigned to shifts and Divisions in a manner that is of the greatest value to the Department. Seniority shall be the determining factor in disputes regarding selections of shifts where bilingual assignments are to meet the needs of the Department. Bargaining unit members committed to the bilingual assignment shall be obligated to provide such services to the City as needed.

B) A differential of $70 bi-weekly ($140.00 per month) will be paid to bargaining unit members who obtain a certificate showing oral and written competence in Spanish from an institution in the state of California approved by the Human Resources Department, when assigned to provide bilingual services.

Bargaining unit members currently receiving bilingual pay under the provisions of "A" above will be eligible to receive payment of $70.00 bi-weekly if they can demonstrate written competence in Spanish as determined by the Human Resources Director.

ARTICLE 36. EDUCATIONAL REIMBURSEMENT

The City shall reimburse bargaining unit member for tuition and books up to a maximum of $3,000.00 per fiscal year, providing that the bargaining unit members enrolled in educational institutions comply with the provisions listed herein. In no case shall bargaining unit members receive reimbursement above actual costs on any expenditure or grant reimbursement, nor will veterans be eligible to participate while receiving financial remuneration through the GI Bill.

ARTICLE 37. CERTIFICATION/LICENSES

The City shall pay the cost for any special license or certificate required for the performance of job duties. The City shall also provide release time

where necessary for employees to take tests and/or training required to retain such special license or certificate.

A. The City Manager may authorize three percent (3%) additional premium compensation to an employee who possesses a specialized license or certification which is not required by their job classification if the City requests that the license/certification be used by the employee to complete a temporary project or assignment. The three percent (3%) additional compensation shall be paid from the first day of the special assignment/project until the last day that the employee performs the duties of the special assignment/project.

B. Alternatively, the City Manager may authorize three percent (3%) additional premium compensation to an employee who possesses a specialized license or certification which is not required by their job classification if the employee is requested to use the license or certification on a regular basis.

C. Employees may qualify to receive compensation under both subparagraphs (A) and (B) simultaneously.

D. In order for the employee to qualify for the additional compensation, the department director must make a formal written request to the City Manager outlining the specific certification or license needed, the work project or task to be completed and the approximate length of time it will take to complete the project.

E. In the event of an emergency situation declared by the department director, where the work cannot be delayed, the City Manager or designee may provide a temporary written authorization, signed or acknowledged in writing, by both the department director and employee for the work to be performed and the additional compensation.

F. This Article does not apply when the City requests to utilize an employee's certification that is needed by the City to continue functioning, when the employee is not assigned additional work. In

these instances, the City shall meet and confer with the Union regarding premium pay for such usage.

ARTICLE 38. DURATION

This Agreement shall be in full force and effect, commencing July 1, 2022, and concluding on June 30th, 2023. All terms and conditions agreed to in this Memorandum of Agreement shall remain in effect until a successor Memorandum of Agreement is agreed to, or until such time as the City may implement changes in this Memorandum of Agreement by unilateral implementation through impasse.

ARTICLE 39. PERSONNEL FILES

The official personnel file of each bargaining unit member shall be maintained by the City's Human Resources Department. A bargaining unit member and/or a Union Representative/Steward authorized by the bargaining unit member may review and/or obtain copies of any documents from the bargaining unit member's personnel file. Copies of any "derogatory" written material shall be provided to the affected bargaining unit member before it is placed in the personnel file. The bargaining unit member may be given an opportunity, during normal working hours and without loss of pay, to review and initial the material, if such time will not interfere with departmental operations and with prior approval from the bargaining unit member's Department Manager. It is agreed that the City will review personnel files for bargaining unit members covered by this Agreement annually, to remove and/or seal (whichever is appropriate) any reprimands or infractions (excluding serious disciplinary matters, i.e. suspensions, demotions, and dismissals) which are at least four years old and have not been repeated in a two-year period, or which are internally generated complaints, which are at least two years old and have not been repeated within that time.

ARTICLE 40. SAFETY BOOT/SHOE REIMBURSEMENT

Permanent bargaining unit members required to wear safety footwear as part of their uniform shall receive up to $275.00 a year for safety boots upon the presentation of a receipt to the Unit member's supervisor. For those employees who are required to wear athletic footwear as part of

their uniforms, reimbursement for approved footwear of up to $275.00 annually per employee will be provided upon the presentation of a receipt, to the Unit member's supervisor.

ARTICLE 41. SAFETY

City management will make every reasonable effort to provide safe working conditions, and the Union will require that all unit members perform their duties in a safe manner. As long as needed, City management shall continue to provide unit members safety clothing and safety devices. When issued, unit members shall utilize such safety clothing and safety devices. In addition, each unit member shall be responsible for promptly reporting to his/her supervisor any observed unsafe practice or condition. City management shall advise the unit member of the action or correction that will be taken.

The City will provide annual training to the unit members regarding the handling and disposal of items, including potentially biohazardous items, located at various areas of the City and training for members regarding appropriate interaction with members of the public.

The City will provide unit members with Rain Jackets and Pants ("Rain Gear"). The City will meet and consult with the Union regarding the type of rain gear to be provided. Unit members will be required to execute a form acknowledging receipt of the Rain Gear and Pants as well as acknowledgment and agreement to be responsible for loss or damage beyond standard wear and tear.

ARTICLE 42. NEW EMPLOYEE ORIENTATIONS

"New Employee Orientation" means the onboarding process of a group of newly hired public employees, whether in person, online, or through other means and mediums, in which employees are advised of their employment status, rights, benefits, duties and responsibilities, or any other employment-related matter.

During each calendar month, the City shall inform the Union if any employees have been hired into the bargaining unit during that respective month. If any employee(s) have been hired, the City shall provide Union

access to any new employee orientations that may be held. The Union shall receive not less than ten (10) calendar days' notice in advance of a monthly orientation, except that shorter notice may be provided in a specific instance where there is an urgent need critical to the City's operations that was no reasonably foreseeable. The notice shall be sent via email to the Worksite Organizer (WSO) and to membership@seiu721.org.

The City will provide Union representatives up to thirty (30) minutes exclusive time (without management representatives present) with any new bargaining unit employees to explain the coverage of this Agreement, obligations and benefits of Union membership and provide all other pertinent information to the employees regarding the Union. Such time may be scheduled in a meeting room or other space provided by the City.

Release time shall be granted for stewards to participate in the new employee orientations.

Subject to the foregoing, this Memorandum of Agreement is hereby executed by the authorized representatives of the City of Compton and the Union, and entered into this _____ day of _____ 2023.

FOR THE CITY:	FOR THE UNION:
Thomas Thomas., City Manager	Jason Adkin, President
Triphenia Simmons, Assistant City Manager	Thomas Walker, Vice President
Eric J. Perrodin, City Attorney	David Sanders, SEIU Regional Director

CITY OF COMPTON

SALARY RANGES

SEIU LOCAL 721

	STEP A	STEP B	STEP C	STEP D	STEP E
RANGE #	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY
1	$16,860.30 $1,405.03 $648.47 $8.1059	$17,531.10 $1,460.93 $674.27 $8.4284	$18,227.70 $1,518.98 $701.06 $8.7633	$18,950.10 $1,579.18 $728.85 $9.1106	$19,698.30 $1,641.53 $757.63 $9.4703
2	$17,028.00 $1,419.00 $654.92 $8.1866	$17,698.80 $1,474.90 $680.72 $8.5091	$18,408.30 $1,534.03 $708.02 $8.8502	$19,130.70 $1,594.23 $735.79 $9.1975	$19,891.80 $1,657.65 $765.07 $9.5634
3	$17,195.70 $1,432.98 $661.37 $8.2672	$17,879.40 $1,489.95 $687.59 $8.5959	$18,588.90 $1,549.08 $714.96 $8.9370	$19,324.20 $1,610.35 $743.23 $9.2905	$20,098.20 $1,674.85 $773.01 $9.6626
4	$17,363.40 $1,446.95 $667.82 $8.3478	$18,047.10 $1,503.93 $694.12 $8.6765	$18,769.50 $1,564.13 $721.91 $9.0238	$19,504.80 $1,625.40 $750.19 $9.3773	$20,291.70 $1,690.98 $780.45 $9.7556
5	$17,531.10 $1,460.93 $674.27 $8.4284	$18,227.70 $1,518.98 $701.06 $8.7633	$18,950.10 $1,579.18 $728.85 $9.1106	$19,698.30 $1,641.53 $757.63 $9.4700	$20,485.20 $1,707.10 $787.89 $9.8486
6	$17,698.80 $1,474.90 $680.72 $8.5091	$18,408.30 $1,534.03 $708.02 $8.8502	$19,130.70 $1,594.23 $735.79 $9.1975	$19,891.80 $1,657.65 $765.07 $9.5634	$20,691.60 $1,724.30 $795.83 $9.9478
7	$17,879.40 $1,489.95 $687.59 $8.5959	$18,588.90 $1,549.08 $714.96 $8.9370	$19,324.20 $1,610.35 $743.23 $9.2905	$20,098.20 $1,674.85 $773.01 $9.6626	$20,898.00 $1,741.50 $803.77 $10.0472
8	$18,047.10 $1,503.93 $694.12	$18,769.50 $1,564.13 $721.91	$19,504.80 $1,625.40 $750.19	$20,291.70 $1,690.98 $780.45	$21,104.40 $1,758.70 $811.63

	$8.6765	$9.0238	$9.3773	$9.7556	$10.1464
9	$18,227.70	$18,950.10	$19,698.30	$20,485.20	$21,310.80
	$1,518.98	$1,579.18	$1,641.53	$1,707.10	$1,775.90
	$701.06	$728.85	$757.63	$787.89	$819.64
	$8.7633	$9.1106	$9.4703	$9.8486	$10.2456
10	$18,408.30	$19,130.70	$19,891.80	$20,691.60	$21,517.20
	$1,534.03	$1,594.23	$1,657.65	$1,724.30	$1,793.10
	$708.02	$735.79	$765.07	$795.83	$827.59
	$8.8502	$9.1975	$9.5634	$9.9478	$10.3448
11	$18,588.90	$19,324.20	$20,098.20	$20,898.00	$21,736.50
	$1,549.08	$1,610.35	$1,674.85	$1,741.50	$1,811.38
	$714.96	$743.23	$773.01	$803.77	$836.02
	$8.9370	$9.2905	$9.6626	$10.0472	$10.4503
12	$18,769.50	$19,504.80	$20,291.70	$21,104.40	$21,942.90
	$1,564.13	$1,625.40	$1,690.98	$1,758.70	$1,828.58
	$721.91	$750.19	$780.45	$811.71	$843.96
	$9.0238	$9.3773	$9.7556	$10.1464	$10.5495
13	$18,950.10	$19,698.30	$20,485.20	$21,310.80	$22,162.20
	$1,579.18	$1,641.53	$1,707.10	$1,775.90	$1,846.85
	$728.85	$757.63	$787.89	$819.64	$852.40
	$9.1106	$9.4703	$9.8486	$10.2456	$10.6549
14	$19,130.70	$19,891.80	$20,691.60	$21,517.20	$22,381.50
	$1,594.23	$1,657.65	$1,724.30	$1,793.10	$1,865.13
	$735.79	$765.07	$795.83	$827.59	$860.83
	$9.1975	$9.5634	$9.9478	$10.3449	$10.7603
15	$19,324.20	$20,098.20	$20,898.00	$21,736.50	$22,600.80
	$1,610.35	$1,674.85	$1,741.50	$1,811.38	$1,883.40
	$743.23	$773.01	$803.77	$836.02	$869.27
	$9.2905	$9.6626	$10.0472	$10.4502	$10.8658
16	$19,504.80	$20,291.70	$21,104.40	$21,942.90	$22,820.10
	$1,625.40	$1,690.98	$1,758.70	$1,828.58	$1,901.68
	$750.19	$780.45	$811.71	$843.96	$877.69
	$9.3773	$9.7556	$10.1464	$10.5495	$10.9712
17	$19,698.30	$20,485.20	$21,310.80	$22,162.20	$23,052.30
	$1,641.53	$1,707.10	$1,775.90	$1,846.85	$1,921.03
	$757.63	$787.89	$819.64	$852.40	$886.63
	$9.4703	$9.8486	$10.2456	$10.6549	$11.0829
18	$19,891.80	$20,691.60	$21,517.20	$22,381.50	$23,271.60
	$1,657.65	$1,724.30	$1,793.10	$1,865.13	$1,939.30

18	$765.07	$795.83	$827.59	$860.83	$895.07
	$9.5634	$9.9478	$10.3448	$10.7603	$11.1883
19	$20,098.20	$20,898.00	$21,736.50	$22,600.80	$23,503.80
	$1,674.85	$1,741.50	$1,811.38	$1,883.40	$1,958.65
	$773.01	$803.77	$836.02	$869.27	$903.99
	$9.6626	$10.0472	$10.4502	$10.8658	$11.2999
20	$20,291.70	$21,104.40	$21,942.90	$22,820.10	$23,736.00
	$1,690.98	$1,758.70	$1,828.58	$1,901.68	$1,978.00
	$780.45	$811.71	$843.96	$877.69	$912.92
	$9.7556	$10.1464	$10.5495	$10.9712	$11.4116
21	$20,485.20	$21,310.80	$22,162.20	$23,052.30	$23,968.20
	$1,707.10	$1,775.90	$1,846.85	$1,921.03	$1,997.35
	$787.89	$819.64	$852.40	$886.63	$921.86
	$9.8486	$10.2456	$10.6549	$11.0829	$11.5231
22	$20,691.60	$21,517.20	$22,381.50	$23,271.60	$24,200.40
	$1,724.30	$1,793.10	$1,865.13	$1,939.30	$2,016.70
	$795.83	$827.59	$860.83	$895.07	$930.57
	$9.9478	$10.3449	$10.7603	$11.1883	$11.6348
23	$20,898.00	$21,736.50	$22,600.80	$23,503.80	$24,445.50
	$1,741.50	$1,811.38	$1,883.40	$1,958.65	$2,037.13
	$803.77	$836.02	$869.27	$903.99	$940.22
	$10.0472	$10.4502	$10.8658	$11.2999	$11.7527
24	$21,104.40	$21,942.90	$22,820.10	$23,736.00	$24,677.70
	$1,758.70	$1,828.58	$1,901.68	$1,978.00	$2,056.48
	$811.71	$843.96	$877.69	$912.92	$949.14
	$10.1464	$10.5495	$10.9712	$11.4116	$11.8642
25	$21,310.80	$22,162.20	$23,052.30	$23,968.20	$24,922.80
	$1,775.90	$1,846.85	$1,921.03	$1,997.35	$2,076.90
	$819.64	$852.40	$886.63	$921.86	$958.57
	$10.2456	$10.6549	$11.0829	$11.5231	$11.9822
26	$21,517.20	$22,381.50	$23,271.60	$24,200.40	$25,167.90
	$1,793.10	$1,865.13	$1,939.30	$2,016.70	$2,097.33
	$827.59	$860.83	$895.07	$930.79	$967.99
	$10.3448	$10.7603	$11.1883	$11.6348	$12.1000
27	$21,736.50	$22,600.80	$23,503.80	$24,445.50	$25,425.90
	$1,811.38	$1,883.40	$1,958.65	$2,037.13	$2,118.83
	$836.02	$869.27	$903.99	$940.22	$977.92
	$10.4502	$10.8658	$11.2999	$11.7527	$12.2240
	$21,942.90	$22,820.10	$23,736.00	$24,677.70	$25,671.00

28	$1,828.58	$1,901.68	$1,978.00	$2,056.48	$2,139.25
	$843.96	$877.69	$912.92	$949.14	$987.34
	$10.5495	$10.9712	$11.4116	$11.8642	$12.3419
29	$22,162.20	$23,052.30	$23,968.20	$24,922.80	$25,916.10
	$1,846.85	$1,921.03	$1,997.35	$2,076.90	$2,159.68
	$852.40	$886.63	$921.86	$958.57	$996.77
	$10.6549	$11.0829	$11.5231	$11.9822	$12.4597
30	$22,381.50	$23,271.60	$24,200.40	$25,167.90	$26,174.10
	$1,865.13	$1,939.30	$2,016.70	$2,097.33	$2,181.18
	$860.83	$895.07	$930.79	$967.99	$1,006.69
	$10.7603	$11.1883	$11.6348	$12.1000	$12.5837
31	$22,600.80	$23,503.80	$24,445.50	$25,425.90	$26,445.00
	$1,883.40	$1,958.65	$2,037.13	$2,118.83	$2,203.75
	$869.27	$903.99	$940.22	$977.92	$1,017.11
	$10.8658	$11.2999	$11.7527	$12.2240	$12.7139
32	$22,820.10	$23,736.00	$24,677.70	$25,671.00	$26,690.10
	$1,901.68	$1,978.00	$2,056.48	$2,139.25	$2,224.18
	$877.69	$912.92	$949.14	$987.34	$1,026.54
	$10.9712	$11.4116	$11.8642	$12.3419	$12.8317
33	$23,052.30	$23,968.20	$24,922.80	$25,916.10	$26,948.10
	$1,921.03	$1,997.35	$2,076.90	$2,159.68	$2,245.68
	$886.63	$921.86	$958.57	$996.77	$1,036.46
	$11.0829	$11.5231	$11.9822	$12.4597	$12.9558
34	$23,271.60	$24,200.40	$25,167.90	$26,174.10	$27,219.00
	$1,939.30	$2,016.70	$2,097.33	$2,181.18	$2,268.25
	$895.07	$930.79	$967.99	$1,006.69	$1,046.89
	$11.1883	$11.6348	$12.1000	$12.5837	$13.0861
35	$23,503.80	$24,445.50	$25,425.90	$26,445.00	$27,502.80
	$1,958.65	$2,037.13	$2,118.83	$2,203.75	$2,291.90
	$903.99	$940.22	$977.92	$1,017.11	$1,057.80
	$11.2999	$11.7527	$12.2240	$12.7139	$13.2225
36	$23,736.00	$24,677.70	$25,671.00	$26,690.10	$27,760.80
	$1,978.00	$2,056.48	$2,139.25	$2,224.18	$2,313.40
	$912.92	$949.14	$987.34	$1,026.54	$1,067.72
	$11.4116	$11.8642	$12.3419	$12.8317	$13.3466
37	$23,968.20	$24,922.80	$25,916.10	$26,948.10	$28,031.70
	$1,997.35	$2,076.90	$2,159.68	$2,245.68	$2,335.98
	$921.86	$958.57	$996.77	$1,036.46	$1,078.15
	$11.5231	$11.9822	$12.4597	$12.9558	$13.4767

38	$24,200.40	$25,167.90	$26,174.10	$27,219.00	$28,315.50
	$2,016.70	$2,097.33	$2,181.18	$2,268.25	$2,359.63
	$930.79	$967.99	$1,006.69	$1,046.89	$1,089.06
	$11.6348	$12.1000	$12.5837	$13.0861	$13.6133
39	$24,445.50	$25,425.90	$26,445.00	$27,502.80	$28,599.30
	$2,037.13	$2,118.83	$2,203.75	$2,291.90	$2,383.28
	$940.22	$977.92	$1,017.11	$1,057.80	$1,100.33
	$11.7527	$12.2240	$12.7139	$13.2225	$13.7497
40	$24,677.70	$25,671.00	$26,690.10	$27,760.80	$28,870.20
	$2,056.48	$2,139.25	$2,224.18	$2,313.40	$2,405.85
	$949.14	$987.34	$1,026.54	$1,067.72	$1,110.39
	$11.8642	$12.3419	$12.8210	$13.3466	$13.8799
41	$24,922.80	$25,916.10	$26,948.10	$28,031.70	$29,154.00
	$2,076.90	$2,159.68	$2,245.68	$2,335.98	$2,429.50
	$958.57	$996.77	$1,036.46	$1,078.14	$1,121.23
	$11.9822	$12.4597	$12.9558	$13.4767	$14.0164
42	$25,167.90	$26,174.10	$27,219.00	$28,315.50	$29,450.70
	$2,097.33	$2,181.18	$2,268.25	$2,359.63	$2,454.23
	$967.99	$1,006.69	$1,046.89	$1,089.06	$1,132.72
	$12.1000	$12.5837	$13.0861	$13.6133	$14.1590
43	$25,425.90	$26,445.00	$27,502.80	$28,599.30	$29,747.40
	$2,118.83	$2,203.75	$2,291.90	$2,383.28	$2,478.95
	$977.92	$1,017.11	$1,057.80	$1,099.97	$1,144.13
	$12.2240	$12.7139	$13.2225	$13.7497	$14.3016
44	$25,671.00	$26,690.10	$27,760.80	$28,870.20	$30,031.20
	$2,139.25	$2,224.18	$2,313.40	$2,405.85	$2,502.60
	$987.34	$1,026.54	$1,067.72	$1,110.39	$1,155.04
	$12.3419	$12.8317	$13.3466	$13.8799	$14.4381
45	$25,916.10	$26,948.10	$28,031.70	$29,154.00	$30,315.00
	$2,159.68	$2,245.68	$2,335.98	$2,429.50	$2,526.25
	$1,045.15	$1,036.46	$1,078.15	$1,121.31	$1,165.97
	$12.4597	$12.9558	$13.4767	$14.0164	$14.5745
46	$26,174.10	$27,219.00	$28,315.50	$29,450.70	$30,624.60
	$2,181.18	$2,268.25	$2,359.63	$2,454.23	$2,552.05
	$1,006.69	$1,046.89	$1,089.06	$1,131.98	$1,177.87
	$12.5837	$13.0861	$13.6133	$14.1590	$14.7234
47	$26,445.00	$27,502.80	$28,599.30	$29,747.40	$30,934.20
	$2,203.75	$2,291.90	$2,383.28	$2,478.95	$2,577.85
	$1,017.11	$1,057.80	$1,109.65	$1,144.13	$1,189.78

	$12.7139	*$13.2225*	*$13.7497*	*$14.3016*	*$14.8722*
48	*$26,690.10*	*$27,760.80*	*$28,870.20*	*$30,031.20*	*$31,230.90*
	$2,224.18	*$2,313.40*	*$2,405.85*	*$2,502.60*	*$2,602.58*
	$1,026.54	*$1,067.72*	*$1,110.39*	*$1,155.04*	*$1,206.15*
	$12.8210	*$13.3466*	*$13.8799*	*$14.4381*	*$15.0148*
49	*$26,948.10*	*$28,031.70*	*$29,154.00*	*$30,315.00*	*$31,527.60*
	$2,245.68	*$2,335.98*	*$2,429.50*	*$2,526.25*	*$2,627.30*
	$1,036.46	*$1,078.15*	*$1,121.31*	*$1,165.97*	*$1,212.60*
	$12.9558	*$13.4767*	*$14.0164*	*$14.5745*	*$15.1575*
50	*$27,219.00*	*$28,315.50*	*$29,450.70*	*$30,624.60*	*$31,850.10*
	$2,268.25	*$2,359.63*	*$2,454.23*	*$2,552.05*	*$2,654.18*
	$1,046.89	*$1,089.06*	*$1,132.72*	*$1,177.87*	*$1,225.01*
	$13.0861	*$13.6133*	*$14.1590*	*$14.7234*	*$15.3125*
51	*$27,502.80*	*$28,599.30*	*$29,747.40*	*$30,934.20*	*$32,172.60*
	$2,291.90	*$2,383.28*	*$2,478.95*	*$2,577.85*	*$2,681.05*
	$1,057.80	*$1,099.97*	*$1,144.13*	*$1,189.78*	*$1,237.41*
	$13.2225	*$13.7497*	*$14.3016*	*$14.8722*	*$15.4676*
52	*$27,760.80*	*$28,870.20*	*$30,031.20*	*$31,230.90*	*$32,482.20*
	$2,313.40	*$2,405.85*	*$2,502.60*	*$2,602.58*	*$2,706.85*
	$1,067.72	*$1,110.39*	*$1,155.04*	*$1,206.15*	*$1,249.31*
	$13.3466	*$13.8799*	*$14.4381*	*$15.0148*	*$15.6164*
53	*$28,031.70*	*$29,154.00*	*$30,315.00*	*$31,527.60*	*$32,791.80*
	$2,335.98	*$2,429.50*	*$2,526.25*	*$2,627.30*	*$2,732.65*
	$1,078.14	*$1,121.31*	*$1,165.97*	*$1,209.38*	*$1,261.22*
	$13.4767	*$14.0164*	*$14.5745*	*$15.1575*	*$15.7653*
54	*$28,315.50*	*$29,450.70*	*$30,624.60*	*$31,850.10*	*$33,127.20*
	$2,359.63	*$2,454.23*	*$2,552.05*	*$2,654.18*	*$2,760.60*
	$1,089.06	*$1,132.72*	*$1,177.87*	*$1,225.01*	*$1,274.12*
	$13.6133	*$14.1590*	*$14.7234*	*$15.3125*	*$15.9266*
55	*$28,599.30*	*$29,747.40*	*$30,934.20*	*$32,172.60*	*$33,462.60*
	$2,383.28	*$2,478.95*	*$2,577.85*	*$2,681.05*	*$2,788.55*
	$1,099.97	*$1,144.13*	*$1,189.78*	*$1,237.41*	*$1,287.02*
	$13.7497	*$14.3016*	*$14.8722*	*$15.4676*	*$16.0878*
56	*$28,870.20*	*$30,031.20*	*$31,230.90*	*$32,482.20*	*$33,785.10*
	$2,405.85	*$2,502.60*	*$2,602.58*	*$2,706.85*	*$2,815.43*
	$1,110.39	*$1,155.04*	*$1,206.15*	*$1,249.31*	*$1,299.43*
	$13.8799	*$14.4381*	*$15.0148*	*$15.6164*	*$16.2428*
57	*$29,154.00*	*$30,315.00*	*$31,527.60*	*$32,791.80*	*$34,107.60*
	$2,429.50	*$2,526.25*	*$2,627.30*	*$2,732.65*	*$2,842.30*

57	$1,120.24	$1,165.97	$1,212.60	$1,261.22	$1,311.83
	$14.0164	$14.5745	$15.1575	$15.7653	$16.3978
58	$29,450.70	$30,624.60	$31,850.10	$33,127.20	$34,455.90
	$2,454.23	$2,552.05	$2,654.18	$2,760.60	$2,871.33
	$1,132.72	$1,177.87	$1,225.01	$1,274.12	$1,325.23
	$14.1590	$14.7234	$15.3125	$15.9266	$16.5653
59	$29,747.40	$30,934.20	$32,172.60	$33,462.60	$34,804.20
	$2,478.95	$2,577.85	$2,681.05	$2,788.55	$2,900.35
	$1,144.13	$1,189.78	$1,237.41	$1,287.02	$1,338.62
	$14.3016	$14.8722	$15.4676	$16.0878	$16.7328
60	$30,031.20	$31,230.90	$32,482.20	$33,785.10	$35,139.60
	$2,502.60	$2,602.58	$2,706.85	$2,815.43	$2,928.30
	$1,155.04	$1,206.15	$1,249.31	$1,299.43	$1,351.52
	$14.4381	$15.0148	$15.6164	$16.2428	$16.8941
61	$30,315.00	$31,527.60	$32,791.80	$34,107.60	$35,475.00
	$2,526.25	$2,627.30	$2,732.65	$2,842.30	$2,956.25
	$1,165.97	$1,212.60	$1,261.22	$1,311.83	$1,364.42
	$14.5744	$15.1575	$15.7652	$16.3978	$17.0552
62	$30,624.60	$31,850.10	$33,127.20	$34,455.90	$35,836.20
	$2,552.05	$2,654.18	$2,760.60	$2,871.33	$2,986.35
	$1,177.87	$1,225.01	$1,274.12	$1,325.23	$1,378.31
	$14.7233	$15.3125	$15.9264	$16.5653	$17.2289
63	$30,934.20	$32,172.60	$33,462.60	$34,804.20	$36,197.40
	$2,577.85	$2,681.05	$2,788.55	$2,900.35	$3,016.45
	$1,189.78	$1,237.41	$1,287.02	$1,338.62	$1,392.21
	$14.8722	$15.4676	$16.0878	$16.7327	$17.4025
64	$31,230.90	$32,482.20	$33,785.10	$35,139.60	$36,545.70
	$2,602.58	$2,706.85	$2,815.43	$2,928.30	$3,045.48
	$1,201.18	$1,249.31	$1,299.43	$1,351.52	$1,405.61
	$15.0148	$15.6164	$16.2428	$16.8939	$17.5700
65	$31,527.60	$32,791.80	$34,107.60	$35,475.00	$36,894.00
	$2,627.30	$2,732.65	$2,842.30	$2,956.25	$3,074.50
	$1,212.60	$1,261.22	$1,311.83	$1,364.42	$1,419.00
	$15.1575	$15.7652	$16.3978	$17.0552	$17.7375
66	$31,850.10	$33,127.20	$34,455.90	$35,836.20	$37,268.10
	$2,654.18	$2,760.60	$2,871.33	$2,986.35	$3,105.68
	$1,225.01	$1,274.12	$1,325.23	$1,378.31	$1,433.38
	$15.3125	$15.9264	$16.5653	$17.2289	$17.9173
	$32,172.60	$33,462.60	$34,804.20	$36,197.40	$37,642.20

67	$2,681.05	$2,788.55	$2,900.35	$3,016.45	$3,136.85
	$1,237.41	$1,287.02	$1,338.62	$1,392.21	$1,447.78
	$15.4676	$16.0878	$16.7327	$17.4025	$18.0972
68	$32,482.20	$33,785.10	$35,139.60	$36,545.70	$38,003.40
	$2,706.85	$2,815.43	$2,928.30	$3,045.48	$3,166.95
	$1,249.31	$1,299.43	$1,351.52	$1,405.61	$1,461.67
	$15.6164	$16.2428	$16.8939	$17.5700	$18.2708
69	$32,791.80	$34,107.60	$35,475.00	$36,894.00	$38,364.60
	$2,732.65	$2,842.30	$2,956.25	$3,074.50	$3,197.05
	$1,261.22	$1,311.83	$1,364.42	$1,419.00	$1,475.57
	$15.7652	$16.3978	$17.0552	$17.7375	$18.4444
70	$33,127.20	$34,455.90	$35,836.20	$37,268.10	$38,751.60
	$2,760.60	$2,871.33	$2,986.35	$3,105.68	$3,229.30
	$1,274.12	$1,325.23	$1,378.31	$1,433.38	$1,490.44
	$15.9264	$16.5653	$17.2289	$17.9173	$18.6305
71	$33,462.60	$34,804.20	$36,197.40	$37,642.20	$39,151.50
	$2,788.55	$2,900.35	$3,016.45	$3,136.85	$3,262.63
	$1,287.02	$1,338.62	$1,392.21	$1,447.78	$1,505.83
	$16.0878	$16.7327	$17.4025	$18.0972	$18.8228
72	$33,785.10	$35,139.60	$36,545.70	$38,003.40	$39,525.60
	$2,815.43	$2,928.30	$3,045.48	$3,166.95	$3,293.80
	$1,299.43	$1,351.52	$1,405.61	$1,461.67	$1,520.21
	$16.2428	$16.8939	$17.5700	$18.2708	$19.0027
73	$34,107.60	$35,475.00	$36,894.00	$38,364.60	$39,899.70
	$2,842.30	$2,956.25	$3,074.50	$3,197.05	$3,324.98
	$1,311.83	$1,364.42	$1,419.00	$1,475.57	$1,534.61
	$16.3978	$17.0552	$17.7375	$18.4444	$19.1825
74	$34,455.90	$35,836.20	$37,268.10	$38,751.60	$40,299.60
	$2,871.33	$2,986.35	$3,105.68	$3,229.30	$3,358.30
	$1,325.23	$1,378.31	$1,433.38	$1,490.44	$1,549.99
	$16.5653	$17.2289	$17.9173	$18.6305	$19.3752
75	$34,804.20	$36,197.40	$37,642.20	$39,151.50	$40,712.40
	$2,900.35	$3,016.45	$3,136.85	$3,262.63	$3,392.70
	$1,338.62	$1,392.21	$1,447.78	$1,505.83	$1,565.87
	$16.7327	$17.4025	$18.0972	$18.8228	$19.5732
76	$35,139.60	$36,545.70	$38,003.40	$39,525.60	$41,099.40
	$2,928.30	$3,045.48	$3,166.95	$3,293.80	$3,424.95
	$1,351.52	$1,405.61	$1,461.67	$1,520.21	$1,580.25
	$16.8939	$17.5700	$18.2708	$19.0027	$19.7593

77	$35,475.00	$36,894.00	$38,364.60	$39,899.70	$41,499.30
	$2,956.25	$3,074.50	$3,197.05	$3,324.98	$3,458.28
	$1,364.42	$1,419.00	$1,475.57	$1,534.61	$1,596.13
	$17.0552	$17.7375	$18.4444	$19.1825	$19.9516
78	$35,836.20	$37,268.10	$38,751.60	$40,299.60	$41,912.10
	$2,986.35	$3,105.68	$3,229.30	$3,358.30	$3,492.68
	$1,378.31	$1,433.38	$1,490.44	$1,549.99	$1,612.01
	$17.2289	$17.9173	$18.6305	$19.3752	$20.1500
79	$36,197.40	$37,642.20	$39,151.50	$40,712.40	$42,337.80
	$3,016.45	$3,136.85	$3,262.63	$3,392.70	$3,528.15
	$1,392.21	$1,447.78	$1,505.83	$1,565.87	$1,628.38
	$17.4025	$18.0972	$18.8225	$19.5732	$20.3547
80	$36,545.70	$38,003.40	$39,525.60	$41,099.40	$42,750.60
	$3,045.48	$3,166.95	$3,293.80	$3,424.95	$3,562.55
	$1,405.61	$1,461.67	$1,520.21	$1,580.74	$1,644.26
	$17.5700	$18.2708	$18.9382	$19.7593	$20.5531
81	$36,894.00	$38,364.60	$39,899.70	$41,499.30	$43,163.40
	$3,074.50	$3,197.05	$3,324.98	$3,458.28	$3,596.95
	$1,419.00	$1,475.57	$1,534.61	$1,596.13	$1,660.13
	$17.7375	$18.4444	$19.1825	$19.9516	$20.7516
82	$37,268.10	$38,751.60	$40,299.60	$41,912.10	$43,589.10
	$3,105.68	$3,229.30	$3,358.30	$3,492.68	$3,632.43
	$1,433.38	$1,490.44	$1,549.99	$1,612.01	$1,676.51
	$17.9173	$18.6305	$19.3752	$20.1500	$20.9563
83	$37,642.20	$39,151.50	$40,712.40	$42,337.80	$44,027.70
	$3,136.85	$3,262.63	$3,392.70	$3,528.15	$3,668.98
	$1,447.78	$1,505.83	$1,565.87	$1,628.38	$1,693.37
	$18.0972	$18.8228	$19.5732	$20.3547	$21.1671
84	$38,003.40	$39,525.60	$41,099.40	$42,750.60	$44,453.40
	$3,166.95	$3,293.80	$3,424.95	$3,562.55	$3,704.45
	$1,461.67	$1,520.21	$1,580.74	$1,644.26	$1,709.74
	$18.2708	$19.0027	$19.7593	$20.5531	$21.3718
85	$38,364.60	$39,899.70	$41,499.30	$43,163.40	$44,892.00
	$3,197.05	$3,324.98	$3,458.28	$3,596.95	$3,741.00
	$1,475.57	$1,534.61	$1,596.13	$1,660.13	$1,726.61
	$18.4444	$19.1825	$19.9516	$20.7516	$21.5827
86	$38,751.60	$40,299.60	$41,912.10	$43,589.10	$45,343.50
	$3,229.30	$3,358.30	$3,492.68	$3,632.43	$3,778.63
	$1,490.44	$1,549.99	$1,612.01	$1,676.51	$1,743.98

	$18.6305	*$19.3752*	*$20.1500*	*$20.9563*	*$21.7997*
87	*$39,151.50*	*$40,712.40*	*$42,337.80*	*$44,027.70*	*$45,795.00*
	$3,262.63	*$3,392.70*	*$3,528.15*	*$3,668.98*	*$3,816.25*
	$1,505.83	*$1,565.87*	*$1,628.38*	*$1,693.37*	*$1,761.34*
	$18.8228	*$19.3797*	*$20.3547*	*$21.1671*	*$22.0168*
88	*$39,525.60*	*$41,099.40*	*$42,750.60*	*$44,453.40*	*$46,233.60*
	$3,293.80	*$3,424.95*	*$3,562.55*	*$3,704.45*	*$3,852.80*
	$1,520.21	*$1,580.74*	*$1,644.26*	*$1,709.74*	*$1,778.21*
	$19.0027	*$19.7593*	*$20.5531*	*$21.3718*	*$22.2277*
89	*$39,899.70*	*$41,499.30*	*$43,163.40*	*$44,892.00*	*$46,685.10*
	$3,324.98	*$3,458.28*	*$3,596.95*	*$3,741.00*	*$3,890.43*
	$1,534.61	*$1,596.13*	*$1,660.13*	*$1,726.61*	*$1,795.58*
	$19.1825	*$19.9516*	*$20.7516*	*$21.5827*	*$22.4447*
90	*$40,299.60*	*$41,912.10*	*$43,589.10*	*$45,343.50*	*$47,149.50*
	$3,358.30	*$3,492.68*	*$3,632.43*	*$3,778.63*	*$3,929.13*
	$1,549.99	*$1,612.01*	*$1,676.51*	*$1,743.98*	*$1,813.44*
	$19.3752	*$20.1500*	*$20.9563*	*$21.7997*	*$22.6680*
91	*$40,712.40*	*$42,337.80*	*$44,027.70*	*$45,795.00*	*$47,626.80*
	$3,392.70	*$3,528.15*	*$3,668.98*	*$3,816.25*	*$3,968.90*
	$1,565.87	*$1,628.38*	*$1,693.37*	*$1,761.34*	*$1,831.80*
	$19.5732	*$20.3547*	*$21.1671*	*$22.0168*	*$22.8975*
92	*$41,099.40*	*$42,750.60*	*$44,453.40*	*$46,233.60*	*$48,091.20*
	$3,424.95	*$3,562.55*	*$3,704.45*	*$3,852.80*	*$4,007.60*
	$1,580.74	*$1,644.26*	*$1,709.74*	*$1,778.21*	*$1,849.67*
	$19.7593	*$20.5531*	*$21.3718*	*$22.2277*	*$23.1207*
93	*$41,499.30*	*$43,163.40*	*$44,892.00*	*$46,685.10*	*$48,555.60*
	$3,458.28	*$3,596.95*	*$3,741.00*	*$3,890.43*	*$4,046.30*
	$1,596.13	*$1,660.13*	*$1,726.61*	*$1,795.58*	*$1,867.52*
	$19.9516	*$20.7516*	*$21.5827*	*$22.4447*	*$23.3439*
94	*$41,912.10*	*$43,589.10*	*$45,343.50*	*$47,149.50*	*$49,045.80*
	$3,492.68	*$3,632.43*	*$3,778.63*	*$3,929.13*	*$4,087.15*
	$1,612.01	*$1,676.51*	*$1,743.98*	*$1,813.44*	*$1,886.38*
	$20.1500	*$20.9563*	*$21.7997*	*$22.6680*	*$23.5797*
95	*$42,337.80*	*$44,027.70*	*$45,795.00*	*$47,626.80*	*$49,536.00*
	$3,528.15	*$3,668.98*	*$3,816.25*	*$3,968.90*	*$4,128.00*
	$1,628.38	*$1,693.37*	*$1,761.34*	*$1,831.80*	*$1,905.23*
	$20.3547	*$21.1671*	*$22.0168*	*$22.8975*	*$23.8153*
96	*$42,750.60*	*$44,453.40*	*$46,233.60*	*$48,091.20*	*$50,013.30*
	$3,562.55	*$3,704.45*	*$3,852.80*	*$4,007.60*	*$4,167.78*

96	$1,644.26	$1,709.74	$1,778.21	$1,849.67	$1,923.58
	$20.5531	$21.3718	$22.2277	$23.1207	$24.0448
97	$43,163.40	$44,892.00	$46,685.10	$48,555.60	$50,503.50
	$3,596.95	$3,741.00	$3,890.43	$4,046.30	$4,208.63
	$1,660.13	$1,726.61	$1,795.58	$1,867.52	$1,942.44
	$20.7516	$21.5827	$22.4447	$23.3439	$24.2805
98	$43,589.10	$45,343.50	$47,149.50	$49,045.80	$51,006.60
	$3,632.43	$3,778.63	$3,929.13	$4,087.15	$4,250.55
	$1,676.51	$1,743.98	$1,813.44	$1,886.38	$1,961.79
	$20.9563	$21.7997	$22.6680	$23.5797	$24.5224
99	$44,027.70	$45,795.00	$47,626.80	$49,536.00	$51,522.60
	$3,668.98	$3,816.25	$3,968.90	$4,128.00	$4,293.55
	$1,693.37	$1,761.34	$1,831.80	$1,905.23	$1,981.63
	$21.1671	$22.0168	$22.8975	$23.8153	$24.7705
100	$44,453.40	$46,233.60	$48,091.20	$50,013.30	$52,025.70
	$3,704.45	$3,852.80	$4,007.60	$4,167.78	$4,335.48
	$1,709.74	$1,778.21	$1,849.67	$1,923.58	$2,000.98
	$21.3718	$22.2277	$23.1207	$24.0448	$25.0123
101	$44,892.00	$46,685.10	$48,555.60	$50,503.50	$52,528.80
	$3,741.00	$3,890.43	$4,046.30	$4,208.63	$4,377.40
	$1,726.61	$1,795.58	$1,867.52	$1,942.44	$2,020.33
	$21.5827	$22.4447	$23.3439	$24.2805	$25.2542
102	$45,343.50	$47,149.50	$49,045.80	$51,006.60	$53,057.70
	$3,778.63	$3,929.13	$4,087.15	$4,250.55	$4,421.48
	$1,743.98	$1,813.44	$1,886.38	$1,961.79	$2,040.68
	$21.7997	$22.6680	$23.5797	$24.5224	$25.5085
103	$45,795.00	$47,626.80	$49,536.00	$51,522.60	$53,586.60
	$3,816.25	$3,968.90	$4,128.00	$4,293.55	$4,465.55
	$1,761.34	$1,831.80	$1,905.23	$1,981.63	$2,061.02
	$22.0168	$22.8975	$23.8153	$24.7705	$25.7627
104	$46,233.60	$48,091.20	$50,013.30	$52,025.70	$54,102.60
	$3,852.80	$4,007.60	$4,167.78	$4,335.48	$4,508.55
	$1,778.21	$1,849.67	$1,923.58	$2,000.98	$2,080.87
	$22.2277	$23.1207	$24.0448	$25.0123	$26.0108
105	$46,685.10	$48,555.60	$50,503.50	$52,528.80	$54,631.50
	$3,890.43	$4,046.30	$4,208.63	$4,377.40	$4,552.63
	$1,795.58	$1,867.52	$1,942.44	$2,020.33	$2,101.22
	$22.4447	$23.3439	$24.2805	$25.2542	$26.2650
	$47,149.50	$49,045.80	$51,006.60	$53,057.70	$55,173.30

106	$3,929.13	$4,087.15	$4,250.55	$4,421.48	$4,597.78
	$1,813.44	$1,886.38	$1,961.79	$2,040.68	$2,122.05
	$22.6680	$23.5797	$24.5224	$25.5085	$26.5256
107	$47,626.80	$49,536.00	$51,522.60	$53,586.60	$55,728.00
	$3,968.90	$4,128.00	$4,293.55	$4,465.55	$4,644.00
	$1,831.80	$1,905.23	$1,981.63	$2,061.02	$2,143.39
	$22.8975	$23.8153	$24.7705	$25.7627	$26.7922
108	$48,091.20	$50,013.30	$52,025.70	$54,102.60	$56,282.70
	$4,007.60	$4,167.78	$4,335.48	$4,508.55	$4,690.23
	$1,849.67	$1,923.58	$2,000.98	$2,080.87	$2,164.73
	$23.1207	$24.0771	$25.0123	$26.0108	$27.0589
109	$48,555.60	$50,503.50	$52,528.80	$54,631.50	$56,850.30
	$4,046.30	$4,208.63	$4,377.40	$4,552.63	$4,737.53
	$1,867.52	$1,942.44	$2,020.33	$2,101.22	$2,186.38
	$23.3439	$24.2805	$25.2542	$26.2650	$27.3319
110	$49,045.80	$51,006.60	$53,057.70	$55,173.30	$57,417.90
	$4,087.15	$4,250.55	$4,421.48	$4,597.78	$4,784.83
	$1,886.38	$1,961.79	$2,040.68	$2,122.05	$2,208.38
	$23.5797	$24.5224	$25.5085	$26.5265	$27.6047
111	$49,536.00	$51,522.60	$53,586.60	$55,728.00	$57,985.50
	$4,128.00	$4,293.55	$4,465.55	$4,644.00	$4,832.13
	$1,905.23	$1,981.63	$2,061.02	$2,143.39	$2,230.22
	$23.8153	$24.7705	$25.7627	$26.7922	$27.8775
112	$50,013.30	$52,025.70	$54,102.60	$56,282.70	$58,566.00
	$4,167.78	$4,335.48	$4,508.55	$4,690.23	$4,880.50
	$1,923.58	$2,000.98	$2,080.87	$2,164.72	$2,252.53
	$24.0448	$25.0123	$26.0108	$27.0589	$28.1567
113	$50,503.50	$52,528.80	$54,631.50	$56,850.30	$59,159.40
	$4,208.63	$4,377.40	$4,552.63	$4,737.53	$4,929.95
	$1,942.44	$2,020.33	$2,101.22	$2,186.38	$2,275.37
	$24.2805	$25.2542	$26.2650	$27.3319	$28.4419
114	$51,006.60	$53,057.70	$55,173.30	$57,417.90	$59,752.80
	$4,250.55	$4,421.48	$4,597.78	$4,784.83	$4,979.40
	$1,961.79	$2,040.68	$2,122.05	$2,208.38	$2,298.19
	$24.5224	$25.5085	$26.5265	$27.6047	$28.7272
115	$51,522.60	$53,586.60	$55,728.00	$57,985.50	$60,346.20
	$4,293.55	$4,465.55	$4,644.00	$4,832.13	$5,028.85
	$1,981.63	$2,061.02	$2,143.39	$2,230.22	$2,321.01
	$24.7705	$25.7627	$26.7922	$27.8775	$29.0125

116	$52,025.70	$54,102.60	$56,282.70	$58,566.00	$60,952.50
	$4,335.48	$4,508.55	$4,690.23	$4,880.50	$5,079.38
	$2,000.98	$2,080.87	$2,164.72	$2,252.53	$2,236.83
	$25.0123	$26.0108	$27.0589	$28.1567	$29.3041
117	$52,528.80	$54,631.50	$56,850.30	$59,159.40	$61,558.80
	$4,377.40	$4,552.63	$4,737.53	$4,929.95	$5,129.90
	$2,020.33	$2,101.22	$2,186.38	$2,275.37	$2,367.64
	$25.2542	$26.2650	$27.3319	$28.4419	$29.5955
118	$53,057.70	$55,173.30	$57,417.90	$59,752.80	$62,178.00
	$4,421.48	$4,597.78	$4,784.83	$4,979.40	$5,181.50
	$2,040.68	$2,122.05	$2,208.38	$2,298.19	$2,391.47
	$25.5085	$26.5265	$27.6047	$28.7272	$29.8932
119	$53,586.60	$55,728.00	$57,985.50	$60,346.20	$62,797.20
	$4,465.55	$4,644.00	$4,832.13	$5,028.85	$5,233.10
	$2,061.02	$2,143.39	$2,230.22	$2,321.01	$2,415.28
	$25.7627	$26.7922	$27.8775	$29.0125	$30.1909
120	$54,102.60	$56,282.70	$58,566.00	$60,952.50	$63,429.30
	$4,508.55	$4,690.23	$4,880.50	$5,079.38	$5,285.78
	$2,080.87	$2,164.72	$2,252.53	$2,344.33	$2,439.58
	$26.0108	$27.0589	$28.1567	$29.3041	$30.4948
121	$54,644.40	$56,850.30	$59,159.40	$61,558.80	$64,061.40
	$4,553.70	$4,737.53	$4,929.95	$5,129.90	$5,338.45
	$2,101.22	$2,186.55	$2,275.37	$2,367.64	$2,463.90
	$26.2650	$27.3319	$28.4420	$29.5956	$30.7988
122	$55,173.30	$57,417.90	$59,752.80	$62,178.00	$64,706.40
	$4,597.78	$4,784.83	$4,979.40	$5,181.50	$5,392.20
	$2,122.05	$2,208.38	$2,298.19	$2,391.47	$2,488.71
	$26.5256	$27.6047	$28.7273	$29.8933	$31.1089
123	$55,728.00	$57,985.50	$60,346.20	$62,797.20	$65,351.40
	$4,644.00	$4,832.13	$5,028.85	$5,233.10	$5,445.95
	$2,143.39	$2,230.22	$2,321.01	$2,415.28	$2,513.51
	$26.7922	$27.8777	$29.0125	$30.1909	$31.4189
124	$56,282.70	$58,566.00	$60,952.50	$63,429.30	$66,009.30
	$4,690.23	$4,880.50	$5,079.38	$5,285.78	$5,500.78
	$2,164.73	$2,252.53	$2,344.33	$2,439.58	$2,538.82
	$27.0589	$28.1567	$29.3041	$30.4948	$31.7353
125	$56,850.30	$59,159.40	$61,558.80	$64,061.40	$66,667.20
	$4,737.53	$4,929.95	$5,129.90	$5,338.45	$5,555.60
	$2,186.55	$2,275.37	$2,367.64	$2,463.90	$2,564.12

	$27.3319	$28.4420	$29.5956	$30.7988	$32.0516
126	$57,417.90	$59,752.80	$62,178.00	$64,706.40	$67,338.00
	$4,784.83	$4,979.40	$5,181.50	$5,392.20	$5,611.50
	$2,208.38	$2,298.19	$2,391.47	$2,488.71	$2,589.92
	$27.6047	$28.7273	$29.8933	$31.1089	$32.3741
127	$57,985.50	$60,346.20	$62,797.20	$65,351.40	$68,008.80
	$4,832.13	$5,028.85	$5,233.10	$5,445.95	$5,667.40
	$2,230.22	$2,321.01	$2,415.28	$2,513.51	$2,615.72
	$27.8777	$29.0125	$30.1909	$31.4189	$32.6966
128	$58,566.00	$60,952.50	$63,429.30	$66,009.30	$68,692.50
	$4,880.50	$5,079.38	$5,285.78	$5,500.78	$5,724.38
	$2,252.53	$2,344.33	$2,439.58	$2,538.82	$2,642.02
	$28.1567	$29.3041	$30.4948	$31.7353	$33.0253
129	$59,159.40	$61,558.80	$64,061.40	$66,667.20	$69,376.20
	$4,929.95	$5,129.90	$5,338.45	$5,555.60	$5,781.35
	$2,275.37	$2,367.64	$2,463.90	$2,564.12	$2,668.31
	$28.4420	$29.5956	$30.7988	$32.0516	$33.3539
130	$59,752.80	$62,178.00	$64,706.40	$67,338.00	$70,072.80
	$4,979.40	$5,181.50	$5,392.20	$5,611.50	$5,839.40
	$2,298.19	$2,391.47	$2,488.71	$2,589.92	$2,695.11
	$28.7273	$29.8933	$31.1089	$32.3741	$33.6889
131	$60,346.20	$62,797.20	$65,351.40	$68,008.80	$70,769.40
	$5,028.85	$5,233.10	$5,445.95	$5,667.40	$5,897.45
	$2,321.01	$2,415.28	$2,513.51	$2,615.72	$2,721.90
	$29.0125	$30.1909	$31.4189	$32.6966	$34.0238
132	$60,952.50	$63,429.30	$66,009.30	$68,692.50	$71,478.90
	$5,079.38	$5,285.78	$5,500.78	$5,724.38	$5,956.58
	$2,344.33	$2,439.58	$2,538.82	$2,642.02	$2,749.18
	$29.3041	$30.4948	$31.7353	$33.0253	$34.3648
133	$61,558.80	$64,061.40	$66,667.20	$69,376.20	$72,188.40
	$5,129.90	$5,338.45	$5,555.60	$5,781.35	$6,015.70
	$2,367.64	$2,463.90	$2,564.12	$2,668.31	$2,776.48
	$29.5956	$30.7988	$32.0516	$33.3539	$34.7059
134	$62,178.00	$64,706.40	$67,338.00	$70,072.80	$72,910.80
	$5,181.50	$5,392.20	$5,611.50	$5,839.40	$6,075.90
	$2,391.47	$2,488.71	$2,589.92	$2,695.11	$2,804.27
	$29.8933	$31.1089	$32.3741	$33.6889	$35.0533
135	$62,797.20	$65,351.40	$68,008.80	$70,769.40	$73,646.10
	$5,233.10	$5,445.95	$5,667.40	$5,897.45	$6,137.18

135	$2,630.28	$2,513.51	$2,615.72	$2,721.90	$2,832.54
	$30.1909	$31.4189	$32.6966	$34.0238	$35.4067
136	$63,429.30	$66,009.30	$68,692.50	$71,478.90	$74,381.40
	$5,285.78	$5,500.78	$5,724.38	$5,956.58	$6,198.45
	$2,439.58	$2,538.82	$2,642.02	$2,749.18	$2,860.82
	$30.4948	$31.7353	$33.0253	$34.3648	$35.7603
137	$64,061.40	$66,667.20	$69,376.20	$72,188.40	$75,129.60
	$5,338.45	$5,555.60	$5,781.35	$6,015.70	$6,260.80
	$2,463.90	$2,564.12	$2,668.31	$2,776.48	$2,889.60
	$30.7988	$32.0516	$33.3539	$34.7059	$36.1200
138	$64,706.40	$67,338.00	$70,072.80	$72,910.80	$75,877.80
	$5,392.20	$5,611.50	$5,839.40	$6,075.90	$6,323.15
	$2,488.71	$2,589.92	$2,695.11	$2,804.27	$2,918.38
	$31.1089	$32.3741	$33.6889	$35.0533	$36.4797
139	$65,351.40	$68,008.80	$70,769.40	$73,646.10	$76,638.90
	$5,445.95	$5,667.40	$5,897.45	$6,137.18	$6,386.58
	$2,513.51	$2,615.72	$2,721.90	$2,832.54	$2,947.65
	$31.4189	$32.6966	$34.0238	$35.4067	$36.8456
140	$66,009.30	$68,692.50	$71,478.90	$74,381.40	$77,400.00
	$5,500.78	$5,724.38	$5,956.58	$6,198.45	$6,450.00
	$2,538.82	$2,642.02	$2,749.18	$2,860.82	$2,976.92
	$31.7353	$33.0253	$34.3648	$35.7603	$37.2116
141	$66,667.20	$69,376.20	$72,188.40	$75,129.60	$78,174.00
	$5,555.60	$5,781.35	$6,015.70	$6,260.80	$6,514.50
	$2,564.12	$2,668.31	$2,776.48	$2,889.60	$3,006.69
	$32.0516	$33.3539	$34.7059	$36.1200	$37.5836
142	$67,338.00	$70,072.80	$72,910.80	$75,877.80	$78,960.90
	$5,611.50	$5,839.40	$6,075.90	$6,323.15	$6,580.08
	$2,589.92	$2,695.11	$2,804.27	$2,918.38	$3,036.96
	$32.3741	$33.6889	$35.0533	$36.4797	$37.9620
143	$68,008.80	$70,769.40	$73,646.10	$76,638.90	$79,747.80
	$5,667.40	$5,897.45	$6,137.18	$6,386.58	$6,645.65
	$2,615.72	$2,721.90	$2,832.54	$2,947.65	$3,067.22
	$32.6966	$34.0238	$35.4067	$36.8456	$38.3403
144	$68,692.50	$71,478.90	$74,381.40	$77,400.00	$80,547.60
	$5,724.38	$5,956.58	$6,198.45	$6,450.00	$6,712.30
	$2,642.02	$2,749.18	$2,860.82	$2,976.92	$3,097.99
	$33.0253	$34.3648	$35.7603	$37.2116	$38.7248
	$69,376.20	$72,188.40	$75,129.60	$78,174.00	$81,347.40

145	$5,781.35	$6,015.70	$6,260.80	$6,514.50	$6,778.95
	$2,668.31	$2,776.48	$2,889.60	$3,006.69	$3,128.74
	$33.3539	$34.7059	$36.1200	$37.5836	$39.1094
146	$70,072.80	$72,910.80	$75,877.80	$78,960.90	$82,160.10
	$5,839.40	$6,075.90	$6,323.15	$6,580.08	$6,846.68
	$2,695.11	$2,804.27	$2,918.38	$3,036.96	$3,160.01
	$33.6889	$35.0533	$36.4797	$37.9620	$39.5000
147	$70,769.40	$73,646.10	$76,638.90	$79,747.80	$82,985.70
	$5,897.45	$6,137.18	$6,386.58	$6,645.65	$6,915.48
	$2,721.90	$2,832.54	$2,947.65	$3,067.22	$3,191.76
	$34.0238	$35.4067	$36.8456	$38.3403	$39.8970
148	$71,478.90	$74,381.40	$77,400.00	$80,547.60	$83,811.30
	$5,956.58	$6,198.45	$6,450.00	$6,712.30	$6,984.28
	$2,749.18	$2,860.82	$2,976.92	$3,097.99	$3,223.52
	$34.3648	$35.7603	$37.2116	$38.7248	$40.2939
149	$72,188.40	$75,129.60	$78,174.00	$81,347.40	$84,649.80
	$6,015.70	$6,260.80	$6,514.50	$6,778.95	$7,054.15
	$2,776.48	$2,889.60	$3,006.69	$3,128.74	$3,255.77
	$34.7059	$36.1200	$37.5836	$39.1094	$40.6970
150	$72,910.80	$75,877.80	$78,960.90	$82,160.10	$85,501.20
	$6,075.90	$6,323.15	$6,580.08	$6,846.68	$7,125.10
	$2,804.27	$2,918.38	$3,036.96	$3,160.01	$3,288.51
	$35.0533	$36.4797	$37.9620	$39.5000	$41.1064
151	$73,646.10	$76,638.90	$79,747.80	$82,985.70	$86,352.60
	$6,137.18	$6,386.58	$6,645.65	$6,915.48	$7,196.05
	$2,832.54	$2,947.65	$3,067.22	$3,191.76	$3,321.26
	$35.4067	$36.8456	$38.3403	$39.8970	$41.5156
152	$74,381.40	$77,400.00	$80,547.60	$83,811.30	$87,216.90
	$6,198.45	$6,450.00	$6,712.30	$6,984.28	$7,268.08
	$2,860.82	$2,976.92	$3,097.99	$3,223.52	$3,354.49
	$35.7603	$37.2116	$38.7248	$40.2939	$41.9312
153	$75,129.60	$78,174.00	$81,347.40	$84,649.80	$88,094.10
	$6,260.80	$6,514.50	$6,778.95	$7,054.15	$7,341.18
	$2,889.60	$3,006.69	$3,128.74	$3,255.77	$3,388.24
	$36.1200	$37.5836	$39.1094	$40.6970	$42.3530
154	$75,877.80	$78,960.90	$82,160.10	$85,501.20	$88,971.30
	$6,323.15	$6,580.08	$6,846.68	$7,125.10	$7,414.28
	$2,918.38	$3,036.96	$3,160.01	$3,288.51	$3,421.97
	$36.4797	$37.9620	$39.5000	$41.1064	$42.7747

155	$76,638.90	$79,747.80	$82,985.70	$86,352.60	$89,861.40
	$6,386.58	$6,645.65	$6,915.48	$7,196.05	$7,488.45
	$2,947.65	$3,067.22	$3,191.76	$3,321.26	$3,456.21
	$36.8456	$38.3403	$39.8970	$41.5156	$43.2026
156	$77,400.00	$80,547.60	$83,811.30	$87,216.90	$90,751.50
	$6,450.00	$6,712.30	$6,984.28	$7,268.08	$7,562.63
	$2,976.92	$3,097.99	$3,223.52	$3,354.49	$3,490.44
	$37.2116	$38.7248	$40.2939	$41.9312	$43.6305
157	$78,174.00	$81,347.40	$84,649.80	$88,094.10	$91,654.50
	$6,514.50	$6,778.95	$7,054.15	$7,341.18	$7,637.88
	$3,006.69	$3,128.74	$3,255.77	$3,388.24	$3,525.17
	$37.5836	$39.1094	$40.6970	$42.3530	$44.0647
158	$78,960.90	$82,160.10	$85,501.20	$88,971.30	$92,570.40
	$6,580.08	$6,846.68	$7,125.10	$7,414.28	$7,714.20
	$3,036.96	$3,160.01	$3,288.51	$3,421.97	$3,560.40
	$37.9620	$39.5000	$41.1064	$42.7747	$44.5050
159	$79,747.80	$82,985.70	$86,352.60	$89,861.40	$93,499.20
	$6,645.65	$6,915.48	$7,196.05	$7,488.45	$7,791.60
	$3,067.22	$3,191.76	$3,321.26	$3,456.21	$3,596.12
	$38.3403	$39.8970	$41.5156	$43.2026	$44.9516
160	$80,547.60	$83,811.30	$87,216.90	$90,751.50	$94,428.00
	$6,712.30	$6,984.28	$7,268.08	$7,562.63	$7,869.00
	$3,097.99	$3,223.52	$3,354.49	$3,490.44	$3,627.54
	$38.7248	$40.2939	$41.9312	$43.6305	$45.3981
161	$81,347.40	$84,649.80	$88,094.10	$91,654.50	$95,369.70
	$6,778.95	$7,054.15	$7,341.18	$7,637.88	$7,947.48
	$3,128.74	$3,255.77	$3,388.24	$3,525.17	$3,668.06
	$39.1094	$40.6970	$42.3530	$44.0647	$45.8508
162	$82,160.10	$85,501.20	$88,971.30	$92,570.40	$96,324.30
	$6,846.68	$7,125.10	$7,414.28	$7,714.20	$8,027.03
	$3,160.01	$3,288.51	$3,421.97	$3,560.40	$3,704.78
	$39.5000	$41.1064	$42.7747	$44.5050	$46.3097
163	$82,985.70	$86,352.60	$89,861.40	$93,499.20	$97,291.80
	$6,915.48	$7,196.05	$7,488.45	$7,791.60	$8,107.65
	$3,191.76	$3,321.26	$3,456.21	$3,596.12	$3,741.99
	$39.8970	$41.5156	$43.2026	$44.9516	$46.7749
164	$83,811.30	$87,216.90	$90,751.50	$94,428.00	$98,259.30
	$6,984.28	$7,268.08	$7,562.63	$7,869.00	$8,188.28
	$3,223.52	$3,354.49	$3,490.44	$3,627.54	$3,779.21

	$40.2939	*$41.9312*	*$43.6305*	*$45.3981*	*$47.2400*
165	*$84,649.80*	*$88,094.10*	*$91,654.50*	*$95,369.70*	*$99,239.70*
	$7,054.15	*$7,341.18*	*$7,637.88*	*$7,947.48*	*$8,269.98*
	$3,255.77	*$3,388.24*	*$3,525.17*	*$3,668.06*	*$3,816.92*
	$40.6970	*$42.3530*	*$44.0647*	*$45.8508*	*$47.7114*
166	*$85,501.20*	*$88,971.30*	*$92,570.40*	*$96,324.30*	*$100,233.00*
	$7,125.10	*$7,414.28*	*$7,714.20*	*$8,027.03*	*$8,352.75*
	$3,288.51	*$3,421.97*	*$3,560.40*	*$3,704.78*	*$3,855.11*
	$41.1064	*$42.7747*	*$44.5050*	*$46.3097*	*$48.1889*
167	*$86,352.60*	*$89,861.40*	*$93,499.20*	*$97,291.80*	*$101,239.20*
	$7,196.05	*$7,488.45*	*$7,791.60*	*$8,107.65*	*$8,436.60*
	$3,321.26	*$3,456.21*	*$3,596.12*	*$3,741.99*	*$3,893.81*
	$41.5156	*$43.2026*	*$44.9516*	*$46.7749*	*$48.6727*
168	*$87,216.90*	*$90,751.50*	*$94,428.00*	*$98,259.30*	*$102,245.40*
	$7,268.08	*$7,562.63*	*$7,869.00*	*$8,188.28*	*$8,520.45*
	$3,354.49	*$3,490.44*	*$3,627.54*	*$3,779.21*	*$3,932.51*
	$41.9312	*$43.6305*	*$45.3981*	*$47.2400*	*$49.1564*
169	*$88,094.10*	*$91,654.50*	*$95,369.70*	*$99,239.70*	*$103,264.50*
	$7,341.18	*$7,637.88*	*$7,947.48*	*$8,269.98*	*$8,605.38*
	$3,388.24	*$3,525.17*	*$3,668.06*	*$3,816.92*	*$3,971.72*
	$42.3530	*$44.0647*	*$45.8508*	*$47.7114*	*$49.6464*
170	*$88,971.30*	*$92,570.40*	*$96,324.30*	*$100,233.00*	*$104,296.50*
	$7,414.28	*$7,714.20*	*$8,027.03*	*$8,352.75*	*$8,691.38*
	$3,421.97	*$3,564.70*	*$3,704.78*	*$3,855.11*	*$4,011.41*
	$42.7747	*$44.5050*	*$46.3097*	*$48.1889*	*$50.1425*
171	*$89,861.40*	*$93,499.20*	*$97,291.80*	*$101,239.20*	*$105,341.40*
	$7,488.45	*$7,791.60*	*$8,107.65*	*$8,436.60*	*$8,778.45*
	$3,456.21	*$3,596.12*	*$3,741.99*	*$3,893.81*	*$4,051.59*
	$43.2026	*$44.9516*	*$46.7749*	*$48.6630*	*$50.6449*
172	*$90,751.50*	*$94,428.00*	*$98,259.30*	*$102,245.40*	*$106,399.20*
	$7,562.63	*$7,869.00*	*$8,188.28*	*$8,520.45*	*$8,866.60*
	$3,490.44	*$3,627.54*	*$3,779.21*	*$3,932.51*	*$4,092.28*
	$43.6305	*$45.3981*	*$47.2400*	*$49.1564*	*$51.1534*
173	*$91,654.50*	*$95,369.70*	*$99,239.70*	*$103,264.50*	*$107,457.00*
	$7,637.88	*$7,947.48*	*$8,269.98*	*$8,605.38*	*$8,954.75*
	$3,525.17	*$3,668.06*	*$3,816.92*	*$3,971.72*	*$4,132.97*
	$44.0647	*$45.8508*	*$47.7114*	*$49.6464*	*$51.6620*
174	*$92,570.40*	*$96,324.30*	*$100,233.00*	*$104,296.50*	*$108,527.70*
	$7,714.20	*$8,027.03*	*$8,352.75*	*$8,691.38*	*$9,043.98*

174	$3,560.40	$3,704.78	$3,855.11	$4,011.41	$4,174.14
	$44.5050	$46.3097	$48.1889	$50.1425	$52.1767
175	$93,499.20	$97,291.80	$101,239.20	$105,341.40	$109,611.30
	$7,791.60	$8,107.65	$8,436.60	$8,778.45	$9,134.28
	$3,596.12	$3,741.99	$3,893.81	$4,051.59	$4,215.82
	$44.9516	$46.7749	$48.6727	$50.6449	$52.6978
176	$94,428.00	$98,259.30	$102,245.40	$106,399.20	$110,707.80
	$7,869.00	$8,188.28	$8,520.45	$8,866.60	$9,225.65
	$3,627.54	$3,779.21	$3,932.51	$4,092.28	$4,257.99
	$45.3981	$47.2400	$49.1564	$51.1534	$53.2249
177	$95,369.70	$99,239.70	$103,264.50	$107,457.00	$111,817.20
	$7,947.48	$8,269.98	$8,605.38	$8,954.75	$9,318.10
	$3,668.06	$3,816.92	$3,971.72	$4,132.97	$4,300.67
	$45.8508	$47.7114	$49.6464	$51.6620	$53.7583
178	$96,324.30	$100,233.00	$104,296.50	$108,527.70	$112,939.50
	$8,027.03	$8,352.75	$8,691.38	$9,043.98	$9,411.63
	$3,704.78	$3,854.04	$4,011.41	$4,174.14	$4,343.83
	$46.3097	$48.1889	$50.1425	$52.1767	$54.2978
179	$97,291.80	$101,239.20	$105,341.40	$109,611.30	$114,074.70
	$8,107.65	$8,436.60	$8,778.45	$9,134.28	$9,506.23
	$3,741.99	$3,893.81	$4,051.59	$4,215.82	$4,387.48
	$46.7749	$48.6727	$50.6449	$52.6978	$54.8436
180	$98,259.30	$102,245.40	$106,399.20	$110,707.80	$115,209.90
	$8,188.28	$8,520.45	$8,866.60	$9,225.65	$9,600.83
	$3,779.21	$3,932.51	$4,092.28	$4,257.99	$4,431.15
	$47.2400	$49.1564	$51.1534	$53.2249	$55.3894
181	$99,239.70	$103,264.50	$107,457.00	$111,817.20	$116,358.00
	$8,269.98	$8,605.38	$8,954.75	$9,318.10	$9,696.50
	$3,816.92	$3,971.72	$4,132.97	$4,300.67	$4,475.31
	$47.7114	$49.6464	$51.6620	$53.7583	$55.9414
182	$100,233.00	$104,296.50	$108,527.70	$112,939.50	$117,519.00
	$8,352.75	$8,691.38	$9,043.98	$9,411.63	$9,793.25
	$3,855.11	$4,011.41	$4,174.14	$4,343.83	$4,519.97
	$48.1889	$50.1425	$52.1767	$54.2978	$56.4995
183	$101,239.20	$105,341.40	$109,611.30	$114,074.70	$118,692.90
	$8,436.60	$8,778.45	$9,134.28	$9,506.23	$9,891.08
	$3,893.81	$4,051.59	$4,215.82	$4,387.48	$4,565.12
	$48.6727	$50.6449	$52.6978	$54.8436	$57.0639
	$102,245.40	$106,399.20	$110,707.80	$115,209.90	$119,879.70

184	$8,520.45	$8,866.60	$9,225.65	$9,600.83	$9,989.98
	$3,932.51	$4,092.28	$4,257.99	$4,431.15	$4,610.76
	$49.1564	$51.1534	$53.2249	$55.3894	$57.6345
185	$103,264.50	$107,457.00	$111,817.20	$116,358.00	$121,079.40
	$8,605.38	$8,954.75	$9,318.10	$9,696.50	$10,089.95
	$3,971.72	$4,132.97	$4,300.67	$4,475.31	$4,656.90
	$49.6464	$51.6599	$53.7583	$55.9414	$58.2113
186	$104,296.50	$108,527.70	$112,939.50	$117,519.00	$122,292.00
	$8,691.38	$9,043.98	$9,411.63	$9,793.25	$10,191.00
	$4,011.41	$4,174.14	$4,343.83	$4,519.97	$4,703.53
	$50.1425	$52.1767	$54.2978	$56.4995	$58.7942
187	$105,341.40	$109,611.30	$114,074.70	$118,692.90	$123,517.50
	$8,778.45	$9,134.28	$9,506.23	$9,891.08	$10,293.13
	$4,051.59	$4,215.82	$4,387.48	$4,565.12	$4,750.67
	$50.6449	$52.6978	$54.8436	$57.0639	$59.3834
188	$106,399.20	$110,707.80	$115,209.90	$119,879.70	$124,755.90
	$8,866.60	$9,225.65	$9,600.83	$9,989.98	$10,396.33
	$4,092.28	$4,257.99	$4,431.15	$4,610.76	$4,798.31
	$51.1534	$53.2249	$55.3894	$57.6345	$59.9788
189	$107,457.00	$111,817.20	$116,358.00	$121,079.40	$126,007.20
	$8,954.75	$9,318.10	$9,696.50	$10,089.95	$10,500.60
	$4,132.97	$4,300.67	$4,475.31	$4,656.90	$4,846.43
	$51.6620	$53.7583	$55.9414	$58.2113	$60.5803
190	$108,527.70	$112,939.50	$117,519.00	$122,292.00	$127,271.40
	$9,043.98	$9,411.63	$9,793.25	$10,191.00	$10,605.95
	$4,174.14	$4,343.83	$4,519.96	$4,703.54	$4,895.05
	$52.1768	$54.2978	$56.4995	$58.7942	$61.1882
191	$109,611.30	$114,074.70	$118,692.90	$123,517.50	$128,548.50
	$9,134.28	$9,506.23	$9,891.08	$10,293.13	$10,712.38
	$4,215.82	$4,387.49	$4,565.11	$4,750.67	$4,944.17
	$52.6977	$54.8436	$57.0639	$59.3834	$61.8022
192	$110,707.80	$115,209.90	$119,879.70	$124,755.90	$129,838.50
	$9,225.65	$9,600.83	$9,989.98	$10,396.33	$10,819.88
	$4,257.99	$4,431.15	$4,610.76	$4,798.30	$4,993.79
	$53.2249	$55.3894	$57.6345	$59.9788	$62.4224
193	$111,817.20	$116,358.00	$121,079.40	$126,007.20	$131,141.40
	$9,318.10	$9,696.50	$10,089.95	$10,500.60	$10,928.45
	$4,300.66	$4,475.31	$4,656.90	$4,846.43	$5,043.90
	$53.7583	$55.9413	$58.2113	$60.5804	$63.0488

194	$112,939.50	$117,519.00	$122,292.00	$127,271.40	$132,457.20
	$9,411.63	$9,793.25	$10,191.00	$10,605.95	$11,038.10
	$4,343.83	$4,519.96	$4,703.54	$4,895.05	$5,094.51
	$54.2978	$56.4995	$58.7942	$61.1882	$63.6813
195	$114,074.70	$118,692.90	$123,517.50	$128,548.50	$133,785.90
	$9,506.23	$9,891.08	$10,293.13	$10,712.38	$11,148.83
	$4,387.49	$4,565.11	$4,750.67	$4,944.17	$5,145.61
	$54.8436	$57.0639	$59.3834	$61.8022	$64.3201
196	$115,209.90	$119,879.70	$124,755.90	$129,838.50	$135,127.50
	$9,600.83	$9,989.98	$10,396.33	$10,819.88	$11,260.63
	$4,431.15	$4,610.76	$4,798.30	$4,993.79	$5,197.21
	$55.3894	$57.6345	$59.9788	$62.4224	$64.9651
197	$116,358.00	$121,079.40	$126,007.20	$131,141.40	$136,482.00
	$9,696.50	$10,089.95	$10,500.60	$10,928.45	$11,373.50
	$4,475.31	$4,656.90	$4,846.43	$5,043.90	$5,249.31
	$55.9413	$58.2113	$60.5804	$63.0488	$65.6163
198	$117,519.00	$122,292.00	$127,271.40	$132,457.20	$137,849.40
	$9,793.25	$10,191.00	$10,605.95	$11,038.10	$11,487.45
	$4,519.96	$4,703.54	$4,895.05	$5,094.51	$5,301.90
	$56.4995	$58.7942	$61.1882	$63.6813	$66.2738
199	$118,692.90	$123,517.50	$128,548.50	$133,785.90	$139,229.70
	$9,891.08	$10,293.13	$10,712.38	$11,148.83	$11,602.48
	$4,565.11	$4,750.67	$4,944.17	$5,145.61	$5,354.99
	$57.0639	$59.3834	$61.8022	$64.3201	$66.9374
200	$119,879.70	$124,755.90	$129,838.50	$135,127.50	$140,622.90
	$9,989.98	$10,396.33	$10,819.88	$11,260.63	$11,718.58
	$4,610.76	$4,798.30	$4,993.79	$5,197.21	$5,408.57
	$57.6345	$59.9788	$62.4224	$64.9651	$67.6072
201	$121,079.40	$126,007.20	$131,141.40	$136,482.00	$142,029.00
	$10,089.95	$10,500.60	$10,928.45	$11,373.50	$11,835.75
	$4,656.90	$4,846.43	$5,043.90	$5,249.31	$5,462.65
	$58.2113	$60.5804	$63.0488	$65.6163	$68.2832
202	$122,292.00	$127,271.40	$132,457.20	$137,849.40	$143,448.00
	$10,191.00	$10,605.95	$11,038.10	$11,487.45	$11,954.00
	$4,703.54	$4,895.05	$5,094.51	$5,301.90	$5,517.23
	$58.7942	$61.1882	$63.6813	$66.2738	$68.9654
203	$123,517.50	$128,548.50	$133,785.90	$139,229.70	$144,879.90
	$10,293.13	$10,712.38	$11,148.83	$11,602.48	$12,073.33
	$4,750.67	$4,944.17	$5,145.61	$5,354.99	$5,572.30

	$59.3834	*$61.8022*	*$64.3201*	*$66.9374*	*$69.6538*
204	*$124,755.90*	*$129,838.50*	*$135,127.50*	*$140,622.90*	*$146,324.70*
	$10,396.33	*$10,819.88*	*$11,260.63*	*$11,718.58*	*$12,193.73*
	$4,798.30	*$4,993.79*	*$5,197.21*	*$5,408.57*	*$5,627.87*
	$59.9788	*$62.4224*	*$64.9651*	*$67.6072*	*$70.3484*
205	*$126,007.20*	*$131,141.40*	*$136,482.00*	*$142,029.00*	*$147,782.40*
	$10,500.60	*$10,928.45*	*$11,373.50*	*$11,835.75*	*$12,315.20*
	$4,846.43	*$5,043.90*	*$5,249.31*	*$5,462.65*	*$5,683.94*
	$60.5804	*$63.0488*	*$65.6163*	*$68.2832*	*$71.0492*
206	*$127,271.40*	*$132,457.20*	*$137,849.40*	*$143,448.00*	*$149,265.90*
	$10,605.95	*$11,038.10*	*$11,487.45*	*$11,954.00*	*$12,438.83*
	$4,895.05	*$5,094.51*	*$5,301.90*	*$5,517.23*	*$5,741.00*
	$61.1882	*$63.6813*	*$66.2738*	*$68.9654*	*$71.7625*
207	*$128,548.50*	*$133,785.90*	*$139,229.70*	*$144,879.90*	*$150,762.30*
	$10,712.38	*$11,148.83*	*$11,602.48*	*$12,073.33*	*$12,563.53*
	$4,944.17	*$5,145.61*	*$5,354.99*	*$5,572.30*	*$5,798.55*
	$61.8022	*$64.3201*	*$66.9374*	*$69.6538*	*$72.4819*
208	*$129,838.50*	*$135,127.50*	*$140,622.90*	*$146,324.70*	*$152,271.60*
	$10,819.88	*$11,260.63*	*$11,718.58*	*$12,193.73*	*$12,689.30*
	$4,993.79	*$5,197.21*	*$5,408.57*	*$5,627.87*	*$5,856.60*
	$62.4224	*$64.9651*	*$67.6072*	*$70.3484*	*$73.2075*
209	*$131,141.40*	*$136,482.00*	*$142,029.00*	*$147,782.40*	*$153,793.80*
	$10,928.45	*$11,373.50*	*$11,835.75*	*$12,315.20*	*$12,816.15*
	$5,043.90	*$5,249.31*	*$5,462.65*	*$5,683.94*	*$5,915.15*
	$63.0488	*$65.6163*	*$68.2832*	*$71.0492*	*$73.9393*
210	*$132,457.20*	*$137,849.40*	*$143,448.00*	*$149,265.90*	*$155,328.90*
	$11,038.10	*$11,487.45*	*$11,954.00*	*$12,438.83*	*$12,944.08*
	$5,094.51	*$5,301.90*	*$5,517.23*	*$5,741.00*	*$5,974.19*
	$63.6813	*$66.2738*	*$68.9654*	*$71.7625*	*$74.6774*
211	*$133,785.90*	*$139,229.70*	*$144,879.90*	*$150,762.30*	*$156,876.90*
	$11,148.83	*$11,602.48*	*$12,073.33*	*$12,563.53*	*$13,073.08*
	$5,145.61	*$5,354.99*	*$5,572.30*	*$5,798.55*	*$6,033.73*
	$64.3201	*$66.9374*	*$69.6538*	*$72.4819*	*$75.4216*
212	*$135,127.50*	*$140,622.90*	*$146,324.70*	*$152,271.60*	*$158,450.70*
	$11,260.63	*$11,718.58*	*$12,193.73*	*$12,689.30*	*$13,204.23*
	$5,197.21	*$5,408.57*	*$5,627.87*	*$5,856.60*	*$6,094.26*
	$64.9651	*$67.6072*	*$70.3484*	*$73.2075*	*$76.1782*
213	*$136,482.00*	*$142,029.00*	*$147,782.40*	*$153,793.80*	*$160,037.40*
	$11,373.50	*$11,835.75*	*$12,315.20*	*$12,816.15*	*$13,336.45*

213	$5,249.31	$5,462.65	$5,683.94	$5,915.15	$6,155.28
	$65.6163	$68.2832	$71.0492	$73.9393	$76.9411
214	$137,849.40	$143,448.00	$149,265.90	$155,328.90	$161,637.00
	$11,487.45	$11,954.00	$12,438.83	$12,944.08	$13,469.75
	$5,301.90	$5,517.23	$5,741.00	$5,974.19	$6,216.81
	$66.2738	$68.9654	$71.7625	$74.6774	$77.7101
215	$139,229.70	$144,879.90	$150,762.30	$156,876.90	$163,249.50
	$11,602.48	$12,073.33	$12,563.53	$13,073.08	$13,604.13
	$5,354.99	$5,572.30	$5,798.55	$6,033.73	$6,278.83
	$66.9374	$69.6538	$72.4819	$75.4216	$78.4853
216	$140,622.90	$146,324.70	$152,271.60	$158,450.70	$164,887.80
	$11,718.58	$12,193.73	$12,689.30	$13,204.23	$13,740.65
	$5,408.57	$5,627.87	$5,856.60	$6,094.26	$6,341.84
	$67.6072	$70.3484	$73.2075	$76.1782	$79.2730
217	$142,029.00	$147,782.40	$153,793.80	$160,037.40	$166,539.00
	$11,835.75	$12,315.20	$12,816.15	$13,336.45	$13,878.25
	$5,462.65	$5,683.94	$5,915.15	$6,155.28	$6,405.35
	$68.2832	$71.0492	$73.9393	$76.9411	$80.0668
218	$143,448.00	$149,265.90	$155,328.90	$161,637.00	$168,203.10
	$11,954.00	$12,438.83	$12,944.08	$13,469.75	$14,016.93
	$5,517.23	$5,741.00	$5,974.19	$6,216.81	$6,469.35
	$68.9654	$71.7625	$74.6774	$77.7101	$80.8669
219	$144,879.90	$150,762.30	$156,876.90	$163,249.50	$169,880.10
	$12,073.33	$12,563.53	$13,073.08	$13,604.13	$14,156.68
	$5,572.30	$5,798.55	$6,033.73	$6,278.83	$6,533.85
	$69.6538	$72.4819	$75.4216	$78.4853	$81.6731
220	$146,324.70	$152,271.60	$158,450.70	$164,887.80	$171,582.90
	$12,193.73	$12,689.30	$13,204.23	$13,740.65	$14,298.58
	$5,627.87	$5,856.60	$6,094.26	$6,341.84	$6,599.34
	$70.3484	$73.2075	$76.1782	$79.2730	$82.4918
221	$147,782.40	$153,793.80	$160,037.40	$166,539.00	$173,298.60
	$12,315.20	$12,816.15	$13,336.45	$13,878.25	$14,441.55
	$5,683.94	$5,915.15	$6,155.28	$6,405.35	$6,665.33
	$71.0492	$73.9393	$76.9411	$80.0668	$83.3166
222	$149,265.90	$155,328.90	$161,637.00	$168,203.10	$175,027.20
	$12,438.83	$12,944.08	$13,469.75	$14,016.93	$14,585.60
	$5,741.00	$5,974.19	$6,216.81	$6,469.35	$6,731.82
	$71.7625	$74.6774	$77.7101	$80.8669	$84.1477
	$150,762.30	$156,876.90	$163,249.50	$169,880.10	$176,781.60

223	$12,563.53	$13,073.08	$13,604.13	$14,156.68	$14,731.80
	$5,798.55	$6,033.73	$6,278.83	$6,533.85	$6,799.29
	$72.4819	$75.4216	$78.4853	$81.6731	$84.9912
224	$152,271.60	$158,450.70	$164,887.80	$171,582.90	$178,548.90
	$12,689.30	$13,204.23	$13,740.65	$14,298.58	$14,879.08
	$5,856.60	$6,094.26	$6,341.84	$6,599.34	$6,867.27
	$73.2075	$76.1782	$79.2730	$82.4918	$85.8408
225	$153,793.80	$160,037.40	$166,539.00	$173,298.60	$180,329.10
	$12,816.15	$13,336.45	$13,878.25	$14,441.55	$15,027.43
	$5,915.15	$6,155.28	$6,405.35	$6,665.33	$6,935.73
	$73.9393	$76.9411	$80.0668	$83.3166	$86.6967
226	$155,328.90	$161,637.00	$168,203.10	$175,027.20	$182,135.10
	$12,944.08	$13,469.75	$14,016.93	$14,585.60	$15,177.93
	$5,974.19	$6,216.81	$6,469.35	$6,731.82	$7,005.20
	$74.6774	$77.7101	$80.8669	$84.1477	$87.5650
227	$156,876.90	$163,249.50	$169,880.10	$176,781.60	$183,954.00
	$13,073.08	$13,604.13	$14,156.68	$14,731.80	$15,329.50
	$6,033.73	$6,278.83	$6,533.85	$6,799.29	$7,075.15
	$75.4216	$78.4853	$81.6731	$84.9912	$88.4394
228	$158,450.70	$164,887.80	$171,582.90	$178,548.90	$185,798.70
	$13,204.23	$13,740.65	$14,298.58	$14,879.08	$15,483.23
	$6,094.26	$6,341.84	$6,599.34	$6,867.27	$7,146.10
	$76.1782	$79.2730	$82.4918	$85.8408	$89.3263
229	$160,037.40	$166,539.00	$173,298.60	$180,329.10	$187,656.30
	$13,336.45	$13,878.25	$14,441.55	$15,027.43	$15,638.03
	$6,155.28	$6,405.35	$6,665.33	$6,935.73	$7,217.55
	$76.9411	$80.0668	$83.3166	$86.6967	$90.2194
230	$161,637.00	$168,203.10	$175,027.20	$182,135.10	$189,526.80
	$13,469.75	$14,016.93	$14,585.60	$15,177.93	$15,793.90
	$6,216.81	$6,469.35	$6,731.82	$7,005.20	$7,289.49
	$77.7101	$80.8669	$84.1477	$87.5650	$91.1187
231	$163,249.50	$169,880.10	$176,781.60	$183,954.00	$191,423.10
	$13,604.13	$14,156.68	$14,731.80	$15,329.50	$15,951.93
	$6,278.83	$6,533.85	$6,799.29	$7,075.15	$7,362.43
	$78.4853	$81.6731	$84.9912	$88.4394	$92.0303
232	$164,887.80	$171,582.90	$178,548.90	$185,798.70	$193,332.30
	$13,740.65	$14,298.58	$14,879.08	$15,483.23	$16,111.03
	$6,341.84	$6,599.34	$6,867.27	$7,146.10	$7,435.86
	$79.2730	$82.4918	$85.8408	$89.3263	$92.9482

233	$166,539.00	$173,298.60	$180,329.10	$187,656.30	$195,267.30
	$13,878.25	$14,441.55	$15,027.43	$15,638.03	$16,272.28
	$6,405.35	$6,665.33	$6,935.73	$7,217.55	$7,510.28
	$80.0668	$83.3166	$86.6967	$90.2194	$93.8785
234	$168,203.10	$175,027.20	$182,135.10	$189,526.80	$197,215.20
	$14,016.93	$14,585.60	$15,177.93	$15,793.90	$16,434.60
	$6,469.35	$6,731.82	$7,005.20	$7,289.49	$7,585.20
	$80.8669	$84.1477	$87.5650	$91.1187	$94.8150
235	$169,880.10	$176,781.60	$183,954.00	$191,423.10	$199,188.90
	$14,156.68	$14,731.80	$15,329.50	$15,951.93	$16,599.08
	$6,533.85	$6,799.29	$7,075.15	$7,362.43	$7,661.11
	$81.6731	$84.9912	$88.4394	$92.0303	$95.7639
236	$171,582.90	$178,548.90	$185,798.70	$193,332.30	$201,175.50
	$14,298.58	$14,879.08	$15,483.23	$16,111.03	$16,764.63
	$6,599.34	$6,867.27	$7,146.10	$7,435.86	$7,737.52
	$82.4918	$85.8408	$89.3263	$92.9482	$96.7190
237	$173,298.60	$180,329.10	$187,656.30	$195,267.30	$203,187.90
	$14,441.55	$15,027.43	$15,638.03	$16,272.28	$16,932.33
	$6,665.33	$6,935.73	$7,217.55	$7,510.28	$7,814.92
	$83.3166	$86.6967	$90.2194	$93.8785	$97.6865
238	$175,027.20	$182,135.10	$189,526.80	$197,215.20	$205,226.10
	$14,585.60	$15,177.93	$15,793.90	$16,434.60	$17,102.18
	$6,731.82	$7,005.20	$7,289.49	$7,585.20	$7,893.31
	$84.1477	$87.5650	$91.1187	$94.8150	$98.6664
239	$176,781.60	$183,954.00	$191,423.10	$199,188.90	$207,277.20
	$14,731.80	$15,329.50	$15,951.93	$16,599.08	$17,273.10
	$6,799.29	$7,075.15	$7,362.43	$7,661.11	$7,972.20
	$84.9912	$88.4394	$92.0303	$95.7639	$99.6525
240	$178,548.90	$185,798.70	$193,332.30	$201,175.50	$209,354.10
	$14,879.08	$15,483.23	$16,111.03	$16,764.63	$17,446.18
	$6,867.27	$7,146.10	$7,435.86	$7,737.52	$8,052.08
	$85.8408	$89.3263	$92.9482	$96.7190	$100.6510
241	$180,329.10	$187,656.30	$195,267.30	$203,187.90	$211,443.90
	$15,027.43	$15,638.03	$16,272.28	$16,932.33	$17,620.33
	$6,935.73	$7,217.55	$7,510.28	$7,814.92	$8,132.46
	$86.6967	$90.2194	$93.8785	$97.6865	$101.6557
242	$182,135.10	$189,526.80	$197,215.20	$205,226.10	$213,559.50
	$15,177.93	$15,793.90	$16,434.60	$17,102.18	$17,796.63
	$7,005.20	$7,289.49	$7,585.20	$7,893.31	$8,213.83

	$87.5650	*$91.1187*	*$94.8150*	*$98.6664*	*$102.6728*
243	*$183,954.00*	*$191,423.10*	*$199,188.90*	*$207,277.20*	*$215,700.90*
	$15,329.50	*$15,951.93*	*$16,599.08*	*$17,273.10*	*$17,975.08*
	$7,075.15	*$7,362.43*	*$7,661.11*	*$7,972.20*	*$8,296.19*
	$88.4394	*$92.0303*	*$95.7639*	*$99.6525*	*$103.7024*
244	*$185,798.70*	*$193,332.30*	*$201,175.50*	*$209,354.10*	*$217,855.20*
	$15,483.23	*$16,111.03*	*$16,764.63*	*$17,446.18*	*$18,154.60*
	$7,146.10	*$7,435.86*	*$7,737.52*	*$8,052.08*	*$8,379.05*
	$89.3263	*$92.9482*	*$96.7190*	*$100.6510*	*$104.7381*
245	*$187,656.30*	*$195,267.30*	*$203,187.90*	*$211,443.90*	*$220,035.30*
	$15,638.03	*$16,272.28*	*$16,932.33*	*$17,620.33*	*$18,336.28*
	$7,217.55	*$7,510.28*	*$7,814.92*	*$8,132.46*	*$8,462.90*
	$90.2194	*$93.8785*	*$97.6865*	*$101.6557*	*$105.7862*
246	*$189,526.80*	*$197,215.20*	*$205,226.10*	*$213,559.50*	*$222,241.20*
	$15,793.90	*$16,434.60*	*$17,102.18*	*$17,796.63*	*$18,520.10*
	$7,289.49	*$7,585.20*	*$7,893.31*	*$8,213.83*	*$8,547.74*
	$91.1187	*$94.8150*	*$98.6664*	*$102.6728*	*$106.8467*
247	*$191,423.10*	*$199,188.90*	*$207,277.20*	*$215,700.90*	*$224,460.00*
	$15,951.93	*$16,599.08*	*$17,273.10*	*$17,975.08*	*$18,705.00*
	$7,362.43	*$7,661.11*	*$7,972.20*	*$8,296.19*	*$8,633.08*
	$92.0303	*$95.7639*	*$99.6525*	*$103.7024*	*$107.9135*
248	*$193,332.30*	*$201,175.50*	*$209,354.10*	*$217,855.20*	*$226,704.60*
	$16,111.03	*$16,764.63*	*$17,446.18*	*$18,154.60*	*$18,892.05*
	$7,435.86	*$7,737.52*	*$8,052.08*	*$8,379.05*	*$8,719.41*
	$92.9482	*$96.7190*	*$100.6510*	*$104.7381*	*$108.9926*
249	*$195,267.30*	*$203,187.90*	*$211,443.90*	*$220,035.30*	*$222,241.20*
	$16,272.28	*$16,932.33*	*$17,620.33*	*$18,336.28*	*$18,520.10*
	$7,510.28	*$7,814.92*	*$8,132.46*	*$8,462.90*	*$8,547.74*
	$93.8785	*$97.6865*	*$101.6557*	*$105.7862*	*$106.8467*

June 27, 2023

TO: **HONORABLE MAYOR AND COUNCIL MEMBERS**

FROM: **HUMAN RESOURCES DEPARTMENT**

SUBJECT: **A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON APPROVING A MEMORANDUM OF AGREEMENT (MOA) BETWEEN THE CITY OF COMPTON AND THE SERVICE EMPLOYEES INTERNATIONAL UNION (S.E.I.U), LOCAL 721, PUBLIC SAFETY AUXILIARY FOR FISCAL YEAR 2022-2023**

SUMMARY

The City Council will consider this resolution adopting a one-year employment contract (Memorandum of Agreement) between the City of Compton and Service Employees International Union (S.E.I.U.) Local 721, Public Safety Auxiliary.

BACKGROUND

The City of Compton has four union locals that represent the majority of its Miscellaneous (Non-Safety) employees. The proposed MOA is for Service Employees International Union (S.E.I.U.), Local 721, Public Safety Auxiliary representing service employees in the City of Compton.

The previous union agreement between the City and Service Employees International Union (S.E.I.U.), Local 721, Public Safety Auxiliary expired on June 30, 2022. In May 2023, the Service Employees International (S.E.I.U.), Local 721, Public Safety Auxiliary agreed to a Side Letter of Agreement modifying the terms of the MOA for a period of one year. In May 2023, the City and Service Employees International Union (S.E.I.U.), Local 721, Public Safety Auxiliary met and ratified the agreement.

STATEMENT OF THE ISSUE

Over the past months, the City has been negotiating with Service Employees International Union (S.E.I.U.), Local 721, Public Safety Auxiliary regarding salary and benefits and has come to an agreement. SEIU Local 721, Public Safety Auxiliary has met with its members and voted to approve the terms of contract agreed to during negotiations. The proposed ratified MOA must now be approved by the City Council, at which point the MOA can be executed and implemented.

FISCAL IMPACT

The fiscal impact of the 7.5% base pay increase for Service Employees International Union (S.E.I.U.), Local 721, Public Safety Auxiliary for fiscal year 2022-2023 is $134,226.90.

The fiscal impact of the 1.5% one time off-schedule payment for Service Employees International Union (S.E.I.U.), Local 721, Public Safety Auxiliary for fiscal year 2022-2023 is $26,845.38.

RECOMMENDATION

Staff recommends approval of the attached Resolution adopting the MOA for Service Employees International Union (S.E.I.U.), Local 721, Public Safety Auxiliary.

SHRISTIE N. TORRES
HUMAN RESOURCES DIRECTOR

APPROVED FOR FORWARDING:

THOMAS THOMAS
CITY MANAGER

RESOLUTION NO. _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON APPROVING A MEMORANDUM OF AGREEMENT (MOA) BETWEEN THE CITY OF COMPTON AND THE SERVICE EMPLOYEES INTERNATIONAL UNION (S.E.I.U), LOCAL 721, PUBLIC SAFETY AUXILIARY FOR FISCAL YEAR 2022-2023

WHEREAS, the City of Compton has fulfilled its meet and confer obligations as required by the Meyers-Millais-Brown Act; and

WHEREAS, the negotiations have resulted in an agreement with the City of Compton and the Service Employees International Union (S.E.I.U.) Local 721, Public Safety Auxiliary Unit; and

WHEREAS, the previous union agreement between the City and Service Employees International Union (S.E.I.U.), Local 721, Public Safety Auxiliary expired on June 30, 2022. In May 2023, the Service Employees International (S.E.I.U.), Local 721, Public Safety Auxiliary agreed to a Side Letter of Agreement modifying the terms of the MOA for a period of one year. In May 2023, the City and Service Employees International Union (S.E.I.U.), Local 721, Public Safety Auxiliary met and ratified the agreement; and

WHEREAS, it is in the best interest of the City to adopt this agreement as proposed; and

WHEREAS, the fiscal impact of the 7.5% base pay increase for Service Employees International Union (S.E.I.U.), Local 721, Public Safety Auxiliary for fiscal year 2022-2023 is $134,226.90; and

WHEREAS, the fiscal impact of the 1.5% one time off-schedule payment for Service Employees International Union (S.E.I.U.), Local 721, Public Safety Auxiliary for fiscal year 2022-2023 is $26,845.38; and

WHEREAS, the account codes shown below for Salaries (4101), Payroll Taxes (4179), Retirement (4192), and PERS Pickup (4193) will be used for the increases for a total of $161,072.28; and

Account	Amount
1001-670-000-4101	$134,410.18
1001-670-000-4179	$3,189.19
2100-670-000-4192	$13,697.62
2100-670-000-4193	$9,775.29

WHEREAS, there are no budget amendments needed since savings from vacancies will be sufficient to cover the salary increase.

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

Section 1. That the City Council of the City of Compton does hereby approve the Memorandum of Agreement executed by the representatives of the Service Employees International Union (S.E.I.U.), Local 721, Public Safety Auxiliary Unit, a copy of which is attached hereto and incorporated herein by reference.

Section 2. That the City Manager is hereby directed to execute and implement the Memorandum of Agreement in accordance with the provisions of this Resolution.

Section 3. That this Resolution and the Memorandum of Agreement incorporated herein shall supersede any provisions of previously adopted City policies that conflict with the provisions of this Memorandum of Agreement.

Section 4. That a certified copy of this Resolution shall be forwarded to the offices of the City Attorney, City Clerk, City Manager, City Controller, SEIU Local 721, Public Safety Auxiliary Unit and the Human Resources Department.

Section 5. That the Mayor shall sign and the City Clerk shall attest to the adoption of this Resolution.

ADOPTED this _____ day of _____, 2023.

_____
MAYOR OF THE CITY OF COMPTON

ATTEST:

_____
CITY CLERK OF THE CITY OF COMPTON

STATE OF CALIFORNIA)
COUNTY OF LOS ANGELES) ss
CITY OF COMPTON:)

I, Vernell McDaniel, City Clerk of the City of Compton, hereby certify that the foregoing Resolution was adopted by the City Council of the City of Compton, signed by the Mayor and attested by the City Clerk at a regular meeting thereof held on the _____ day of _____, 2023.

That said Resolution was adopted by the following vote, to wit:

AYES: COUNCIL MEMBERS-
NOES: COUNCIL MEMBERS-
ABSENT: COUNCIL MEMBERS-
ABSTAIN: COUNCIL MEMBERS-

_____
CITY CLERK OF THE CITY OF COMPTON

City of Compton, and the Service Employees International Union, Local 721 (SEIU)
Public Safety Auxiliary Unit
2022-2023 Memorandum of Agreement
5.3.23

LIST OF TENTATIVE AGREEMENTS

	ARTICLE
1.	Article 14 – Uniform Allowance
2.	Article 15 – Union Business
3.	Article 22 – Educational Reimbursement
4.	Article 28 – Compensation
5.	Article 30 – Holidays

ARTICLE 14. UNIFORM ALLOWANCE

The City agrees to provide an annual uniform allowance to be paid semiannually (September and March) each year during this Agreement to each bargaining unit member of this Unit. The allowance shall be:

2022-23 $1050

The City also agrees to provide two (2) uniforms to new bargaining unit members upon commencement of probation.

The determination of type of uniform (i.e. polo shirt or formal uniform shirt) shall be made on an individual department basis, subject to prior approval by the City Manager. Prior to determining the type of uniform, the City shall meet and consult with the union.

Bargaining unit members shall, therefore, be required to always wear their uniforms while on duty, unless written request for waiver is approved by the Department Head or his/her designee. In order for the unit member to be eligible to receive the uniform allowance, the unit member must be an "active" member at the time of the semi-annual payouts.

Permanent bargaining unit members required to wear safety footwear as part of their uniform shall receive up to $275.00 a year for safety boots upon the presentation of a receipt to the Unit member's supervisor.

For those employees who are required to wear athletic footwear as part of their uniforms, reimbursement for approved footwear of up to $275.00 annually per employee will be provided upon the presentation of a receipt, to the Unit member's supervisor.

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Within 90-days of full ratification of this MOU, the parties shall meet and confer, to continue discussions regarding the required tax withholdings regarding uniform allowance.

Agreed to:

Date: 5-15-23

Jason Adkin, President
SEIU 721

Date: 5-15-23

Thomas Thomas, City Manager
City of Compton

Thomas Walker, Vice President
SEIU 721

Kevin Monk, Representative
SEIU 721

ARTICLE 15. UNION BUSINESS

Any bargaining unit members may be granted time off to perform union functions, inclusive of conferences, conventions, seminars (but precluding local political activity). This time, to be granted without loss of pay, not to exceed an aggregate of 100 per fiscal contract year, and 150 hours per fiscal contract year, during "even years" (i.e. 2024, 2026, etc.) wherein it is an election year for all such bargaining unit members and functions, provided that reasonable notice is provided to the department manager. Written confirmation must be submitted to department manager after attending any union functions described. Confirmation shall include the date and times of attendance on appropriate letterhead executed by the provider of the function.

Agreed to:

Date: 5-15-23

Jason Adkin, President
SEIU 721

Thomas Walker, Vice President
SEIU 721

Kevin Monk, Representative
SEIU 721

Date: 5-15-23

Thomas Thomas, City Manager
City of Compton

ARTICLE 22. EDUCATIONAL REIMBURSEMENT

The City shall reimburse bargaining unit member for tuition and books up to a maximum of $3,000.00 per fiscal year, providing that the bargaining unit members enrolled in educational institutions comply with the provisions listed herein. In no case shall bargaining unit members receive reimbursement above actual costs on any expenditure or grant reimbursement, nor will veterans be eligible to participate while receiving financial remuneration through the GI Bill.

Agreed to:

Date: 5-15-23

Jason Adkin, President
SEIU 721

Date: 15-15-23

Thomas Thomas, City Manager
City of Compton

Thomas Walker, Vice President
SEIU 721

Kevin Monk, Representative
SEIU 721

ARTICLE 28 COMPENSATION

The City proposes the following:

B. Adjustments to Compensation

For the 2022-2023 fiscal year, effective retroactive to July 1, 2022, there will be seven and 1/2 (7.5%) percent wage increase to base pay for unit members, which shall be reflected in the City's salary ranges. The payment will be made within ninety (90) days from approval of the entire MOA by both the SEIU membership and City Council.

For the 2022-2023 fiscal year, there will be a one time, one and 1/2 (1.5%) percent off-schedule wage payment for unit members, based on the salary ranges as of June 30, 2022. The payment will be made within sixty (60) days from approval of the entire MOA by both the SEIU membership and City Council.

C. Parity

If any bargaining unit, except Firefighters, receives a total compensation package exceeding the percentage amount SEIU agrees to, the difference shall be provided to each unit represented by SEIU. The trigger for parity for this agreement shall be a total percentage pay amount greater than 9.0% for the 2022-2023 fiscal year.

Agreed to:

Date: 5-15-23

Jason Adkin, President
SEIU 721

Date: 5-15-23

Thomas Thomas, City Manager
City of Compton

Thomas Walker, Vice President
SEIU 721

Kevin Monk, Representative
SEIU 721

ARTICLE 30. HOLIDAYS

Full time bargaining unit members of this Unit shall receive time off with pay on holidays as designated by the City Council. When a holiday falls on Sunday, the following Monday shall be observed; and when a holiday falls on Saturday, the preceding Friday shall be observed. When the employee's birthday or holiday falls on a weekend or during his/her scheduled vacation, employee will receive another day off, when requested, subject to approval of his/her supervisor. The employee's birthday holiday must be used within one year in which the birthday falls.

The City Manager shall have authority to order all bargaining unit members of any department to work on any holiday. A new bargaining unit member whose first workday is the day after a City holiday shall not be paid for that holiday. A bargaining unit member who is terminating his/her employment with the City for reasons other than paid City retirement and whose last day as a paid employee is the day before a City holiday shall not be paid for that holiday.

In order to receive holiday pay, a bargaining unit member must have worked for all or a portion of both the regularly scheduled working assignments immediately prior to and immediately after that holiday, unless such bargaining unit member is on paid vacation or sick leave.

In order to be compensated for holiday time, a bargaining unit member must turn in a medical statement from the attending physician explaining illness for the day taken before and/or after the holiday. The City agrees to provide the following paid holidays to bargaining unit members of this unit:

Independence Day
Labor Day
Admission Day
Veterans Day
Thanksgiving Day
Friday after Thanksgiving
Christmas Day*
New Year's Day
Dr. Martin Luther King, Jr., Birthday

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* *Employees assigned an alternate work schedule (Monday through Friday) will receive this day as a regular holiday. Employees assigned a 4–10 work schedule (Monday through Thursday) will receive this day as a Floating Holiday, to be used by June 30 of each year.*

City of Compton, and the Service Employees International Union, Local 721 (SEIU)
Public Safety Auxiliary Unit
2022-2023 Memorandum of Agreement
5.3.23

Lincoln's Birthday
Washington's Birthday
César Chávez Holiday
Cinco de Mayo
Memorial Day
Juneteenth
Employee's Birthday (Floating)

By action of Resolution, the City Council establishes legal holidays for City employees each year. When a bargaining unit member calls in sick on a designated holiday and is scheduled to work on that day; a doctor's statement shall be submitted to the Department together with the time card in order to be eligible for sick benefits. This statement shall specify the date and the nature of the illness.

If the City Council declares a holiday but bargaining unit members are unable to observe it due to work requirements, bargaining unit members will be granted equivalent time off. If bargaining unit members request and are denied the opportunity to schedule any floating holiday time, the City shall pay for the unused time.

All floating holidays approved by the City Council shall be "front-loaded", i.e., credited to each employee's leave bank on July 1 of each year. Employees shall be allowed to use this holiday time in advance of when it is actually earned. However, in the event that an employee voluntarily terminates employment with the City and he/she has taken unearned holiday time, that time shall be deducted from his/her vacation accrual and/or his/her final paycheck at the City's option.

Agreed to:

Date: 5-15-23

Jason Adkin, President
SEIU 721

Date: 5-15-23

Thomas Thomas, City Manager
City of Compton

Thomas Walker, Vice President
SEIU 721

K Monk

Kevin Monk, Representative
SEIU 721

DRAFT

MEMORANDUM
OF
AGREEMENT

City of Compton, a Municipal Corporation

and

Service Employees International Union, Local 721

Public Safety Auxiliary

July 1, 2022
to
June 30, 2023

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PREAMBLE

This agreement is entered into by and between the City of Compton, California, hereinafter referred to as the Employer, and Service Employees International Union (S.E.I.U.), Local 721 Compton Public Safety Auxiliary Unit, hereinafter referred to as the UNION, pursuant to the terms of Council Resolution #10,471 of the City of Compton.

The Personnel Rules and Regulations, adopted November 6, 1979, by Resolution #12,522, shall be applicable to employees of this Unit. It is specifically understood that the expressed terms of this agreement prevail where provisions are inconsistent. All references to employees of this agreement designate both sexes and wherever the male gender is used it shall be construed to include both male and female employees.

ARTICLE 1. RECOGNITION

Section 1. Service Employees International Union, Local 721, is hereby acknowledged by the City as an affiliate of Compton Public Safety Auxiliary Unit for the purposes of negotiation and representation for the full-time, permanent employment classifications within the Unit. The Unit as presently established, consists of the classifications listed in ARTICLE 28, Compensation.

Section 2. The City shall recognize the Unit for the purpose of meeting its obligations under the Meyers-Millais-Brown Act (MMBA), Government Code, Section 3500 et seq.

ARTICLE 2. SCOPE OF REPRESENTATION

The scope of representation shall include all matters relating to employment conditions and employer-employee relations, including, but not limited to, wages, hours and other terms and conditions of employment, except, however, that the scope of representation shall not include consideration of merits, necessity or organization of any service, or activity provided by law or executive order.

ARTICLE 3. PAYROLL DEDUCTIONS

A. **Dues Deduction**

It is mutually agreed that the City will deduct dues and assessments twice each month, provided there is not more than one deduction per pay period, in an amount certified to be current and correct by the Union, from the pay of those employees the Union also certifies who have individually requested in writing that such deductions be made. The total amount of all such deductions shall be remitted by

the City to the Union. The Union also agrees to maintain the individual employees' current written authorization forms to make such deductions.

This process for making payroll dues deductions authorization shall remain in full force and effect during the term of this Agreement, as specified in Council Resolution Number 10,471. The City shall not be responsible for failure to terminate a dues deduction absent advance written notice of such revocation by the Union. The Union will be responsible for refunding any deductions to non-member employees whom the City has already remitted to the Union after such cancellation or revocation. SEIU 721 agrees to indemnify and hold the City harmless against any and all claims, suits, orders or judgments brought or issue against the City as a result of dues deduction or transmittal of such funds to SEIU 721, including claims for deductions made in reliance on the Union's representations and certifications regarding valid written employee dues deduction authorizations.

Each pay period, the Employer will provide the Union with the following information regarding bargaining unit members:

Employee Name

Employee ID # (File #)

Earning per Pay Period

Amount Deducted for the Pay Period (will include itemization of the deductions — Union dues, COPE, etc.)

Each pay period, the Union shall provide the employer with an "authorized deduction report" which includes bargaining unit members who have authorized the deduction of Union dues, COPE and other deductions and the deduction amounts.

The Employer shall make the dues and other applicable deductions from the employees' paychecks and remit such itemized deductions to the Union via Electronic Funds Transfer (EFT) within seven (7) business days of each payday.

B. **Committee on Political Education (COPE)**

Employees may make voluntary contributions to the Union's registered political action committees. The employer shall make the deduction of the voluntary contributions in the same manner as the dues deduction process.

Every pay period the Union will notify the employer with a list of employees and the appropriate deduction amount on the "authorized deduction report" of the employees who have signed an authorization for the COPE deduction.

Employees may discontinue voluntary political deductions by providing notice of cancellation to the Union at any time and the Union shall transmit such notice of cancellation to the Employers by the next full pay period cycle.

ARTICLE 4. NON-DISCRIMINATION

The parties mutually reaffirm their respective policies of nondiscrimination in the treatment of any employees because of race, religious creed, color, national origin, ancestry, citizenship, physical or mental disability, legally protected medical condition, military and veteran status, sexual orientation (including heterosexuality, homosexuality, and bisexuality) gender identity, gender expression, marital status, genetic information, sex (including pregnancy, childbirth, medical conditions related to pregnancy or childbirth and breastfeeding or a medical condition related to breastfeeding), age (40 and above), any other basis protected by law (e.g. an individual's opposition to unlawful conduct; an individual's association with a person of a protected class), political affiliation or union activities as defined by applicable sections of California Government Code (MMBA) or other protected classifications as defined by Federal or California state law.

ARTICLE 5. BULLETIN BOARDS AND OFFICE SPACE

The City shall provide office space to be used by the Union. The parties agree that the Union will be allowed continual use of bulletin boards presently used. The Union shall limit its posting of notices and bulletins to such areas. The Union agrees to forward a copy of each notice and/or bulletin to the Office of the City Human Resources Department prior to posting. The Union shall submit a copy of each notice to Human Resources prior to posting, in order to keep the employer informed of the material, which is being posted.

ARTICLE 6. REASONABLE NOTICE

It is mutually agreed that the City will provide reasonable notice of any action to be taken by the City Council/Personnel Board, which may affect bargaining unit members of the Unit by forwarding a copy of the City Council and/or Personnel Board Agenda to the Union.

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ARTICLE 7 PERSONAL LEAVE

Each bargaining unit member shall be allowed to designate up to five days (currently 45 hours) of accrued sick leave as personal leave per calendar year. Bargaining unit members shall be allowed to use this leave for personal business; bargaining unit members shall give at least one (1) day notice, where possible, of any intended use of personal leave. The only specific prohibition is that it cannot be used to provide for the three (3) day waiting period for workers' compensation claims. Personal leave days may not be accumulated from year to year.

In accordance with California Labor Code section 233, bargaining unit members may use up to fifty percent (50%) of his/her accrued sick leave per calendar year to care for the illness or injury of an immediate family members. Immediate family for purposes of this article is defined as spouse, domestic partner, child (including children of domestic partner), parent, grandparent, grandchild, sister, brother, mother-in-law, and father-in law.

ARTICLE 8. BEREAVEMENT LEAVE

In the event of death in "immediate family" ("immediate family") shall mean spouse, mother, father, son, daughter, sister, brother, grandmother, grandfather, current mother-in-law, current father-in-law, stepchildren, stepmother, stepfather, registered domestic partner, spouse's brother, spouse's sister, spouse's parents, spouse's grandparents, spouse's son-in-law and spouse's daughter-in-law), a bargaining unit member of the Unit shall be entitled to bereavement leave of three (3) days with pay. In the event of the death of a relative not considered in the immediate family, a bargaining unit member may take the necessary leave to attend the funeral. This leave may be charged against sick time accrued. If there is no accrued sick time, the bargaining unit member should then request vacation time in accordance with the vacation request procedures. The City reserves the right to verify leave taken pursuant to this section. If bereavement leave requires the unit member to travel outside the State of California, the unit member shall be allowed to take up to five days of bereavement leave to cover the absence from work.

ARTICLE 9. SICK LEAVE BANK PAYMENTS UPON SEPARATION

Effective with the Resolution adopting this agreement, upon separation from service due to termination for any reason other than disciplinary causes, each bargaining unit member employee shall be entitled to receive as severance pay (calculated at the final level of compensation), a proportion of sick leave bank credits representing accumulated and unused sick leave accrual in accordance with the following schedule:

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Severance Pay Proportion of Sick Leave Bank

LENGTH OF SERVICE	Up to 800 hrs.	Over 800 hrs.
0 through 4 years	10%	0%
5 through 9 years	25%	0%
10 through 14 years	50%	25%
15 through 19 years	75%	50%
20 through 24 years	100%	75%
25 years or more	100%	100%

Bargaining unit members hired on or after July 1, 2014, shall not be entitled to the 0–4 years benefit.

After payment of the severance amount, calculated as prescribed above, all accumulated sick leave shall be permanently lost and no other payments shall be made in lieu thereof.

A) Severance pay will be granted only one time during the lifetime of any one employee.

B) The total severance pay to which each bargaining unit member may be entitled, based upon this Rule shall be actually paid in installments on each regular City pay day, in an amount not in excess of the compensation to which the bargaining unit member would have been entitled, if still employed until the entire severance pay entitlement has been exhausted.

ARTICLE 10. HEALTH/WELFARE BENEFITS

A. Medical Insurance Coverage

For the term of this agreement the City shall pay up to the maximum of the Kaiser Los Angeles Region Family rate. The City's actual contribution for each bargaining unit member shall be based upon the bargaining unit member's enrollment in a plan provided through the City's contract with Public Employees Retirement System (PERS) and status as:

1. Employee only

2. Employee and 1 dependent

3. Employee and 2 or more dependents

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At the City's request, bargaining unit members shall submit verifiable proof of dependence for any one they seek to cover. Acceptable proof includes, but not limited to: marriage license, last IRS 1040 form, and certificates of birth. This shall apply to all bargaining unit members who are currently enrolled as well as new hires.

B. Dental Insurance

1. For the term of this Agreement, the City shall provide full payment for Citywide pre-paid plans. Dental coverage is available for employees and eligible dependents.

2. It is specifically understood that bargaining unit members shall pay any and all additional premium increases related to the orthodontic benefits and additional options not provided for in or in excess of the citywide basic plan through monthly payroll deductions.

   INTENT: It is the intention of the Article to specify the City's obligations in paragraph "1" and the Unit member's responsibilities in paragraph "2."

C. State Disability Insurance

The City agrees to provide State Disability Insurance (SDI) at no cost to bargaining unit members.

D. Life Insurance

The City shall provide life insurance for bargaining unit members in the amount of $40,000.

E. The City shall not contribute towards any benefits when bargaining unit members are on unpaid status, or on suspension during the time the deductions are made except as provided by law.

F. Vision Insurance

Bargaining unit members and eligible dependents shall receive vision coverage under the City's vision benefit plan at no cost to the member.

G. Administration of Fringe Benefits

The City reserves the right to select, change, administer, or fund any fringe benefits program involving insurance that now exists or may exist in the future during the

term of Agreement. In the administration of fringe benefits programs involving insurance, the City shall have the right to select the insurance carrier or other method of providing coverage to fund insurance benefits described herein during the term of this Agreement. The City shall meet and confer with the Union prior to any change of insurance carrier or method of funding coverage for any fringe benefits during the term of this Agreement. No change in insurance carrier or methods of funding coverage shall result in the reduction of benefits to any bargaining unit member covered by this Agreement unless agreed to by both parties.

H. Parity

If any other employee organization that the City has formally recognized pursuant to Resolution No. 10,471 negotiates an increase in the health insurance benefits described in Article for another City bargaining unit, the City will provide that increased benefit to bargaining unit members on the same terms and conditions that apply to the other Unit.

I. SEIU Supplemental Benefits

Within 90-days of ratification of this MOU, the parties shall meet and confer, on a mutually agreed upon schedule, to continue discussions regarding SEIU's request for the establishment of a voluntary Supplemental Benefits Program ("Program") for bargaining unit members. In the event that the parties agree to implement the Program, it shall be implemented upon Council approval during the term of this MOU.

ARTICLE 11. OVERTIME

Whenever a bargaining unit member is required by the City to work on a recognized holiday, the City agrees to compensate at double-and-one-half times the bargaining unit member's regular hourly rate for all hours worked on the specified holiday, provided that the employee is not absent, or on sick leave within 48 hours after such time worked.

If a bargaining unit member uses sick leave within 48-hours, a doctor's verification shall be necessary to qualify for the holiday premium. If the bargaining unit member does not provide verification of sickness, he is paid at double the bargaining unit member's regular hourly rate for all hours worked on the specified holiday. Time worked in excess of a regular work week/day, if to be paid overtime, shall be paid on the day

immediately following the period overtime is earned, or at the bargaining unit member's discretion accrued as compensatory time (up to a maximum of 150 hours.)

Bargaining unit members who have accumulated comp time in excess of 150 hours will not be allowed to accumulate any comp time until their accumulated comp time has been reduced below 150 hours. A week shall be defined as beginning at 12:01 A.M. Sunday and ending 12:00 midnight the following Saturday. Given reasonable notice, bargaining unit members of this unit shall perform overtime work as requested by the department manager. Request for the use of compensatory time accrued under previous agreements and this agreement must be submitted in writing in advance of intended use and will be granted upon mutual agreement between the bargaining unite member and the supervisor.

The order of overtime assignment will be determined by seniority within the Unit. Upon approval of this MOA by the City Council, the current order of overtime assignment will be reset on the seniority within the Unit. All unit members will be afforded an opportunity to volunteer for overtime assignment before those with the highest seniority receiving additional opportunity to volunteer.

ARTICLE 12. NIGHT DIFFERENTIAL

It is agreed that the City pay a night differential at the rate of ten percent (10%) above base salary to bargaining unit members of this Unit who work between the hours of 3:00 P.M. and 7:30 A.M. subject to the following conditions:

1. Any bargaining unit member who works 4 or more hours between the hours of 3:00 P.M. and 7:30 A.M. shall receive the night differential for their entire shift.

2. Any bargaining unit member employee who works less than 4 hours between the hours of 3:00 P.M. and 7:30 A.M. shall receive the night differential for those hours worked during the qualifying period.

3. The night differential shall be continued on days that the bargaining unit member does not work but is on paid status, however, the city shall discontinue the differential payment when the bargaining unit member is in paid status but absent from work more than 10 days.

ARTICLE 13. SENIORITY

A. Service Seniority is interpreted and defined as length of continuous service in a respective classification or in a promotional classification within the same

occupational family group.

B. Seniority will be the determining factor in resolving (1) vacation requests, (2) shift assignments, (3) days off from among qualified bargaining unit members and shall be a determining factor in the assignment of overtime. A qualified bargaining unit member is one who has an acceptable performance evaluation report.

C. Under emergency and temporary conditions, the employer may change shift assignments and days off without regard to Paragraph # (B). Upon request, such changes will be proper subject for discussion between the City and the Union.

ARTICLE 14. UNIFORM ALLOWANCE

The City agrees to provide an annual uniform allowance to be paid semiannually (September and March) each year during this Agreement to each bargaining unit member of this Unit. The allowance shall be:

2022-23 $1050

The City also agrees to provide two (2) uniforms to new bargaining unit members upon commencement of probation.

The determination of type of uniform (i.e. polo shirt or formal uniform shirt) shall be made on an individual department basis, subject to prior approval by the City Manager. Prior to determining the type of uniform, the City shall meet and consult with the union.

Bargaining unit members shall, therefore, be required to always wear their uniforms while on duty, unless written request for waiver is approved by the Department Head or his/her designee. In order for the unit member to be eligible to receive the uniform allowance, the unit member must be an "active" member at the time of the semi-annual payouts.

Permanent bargaining unit members required to wear safety footwear as part of their uniform shall receive up to $275.00 a year for safety boots upon the presentation of a receipt to the Unit member's supervisor.

For those employees who are required to wear athletic footwear as part of their uniforms, reimbursement for approved footwear of up to $275.00 annually per employee will be provided upon the presentation of a receipt, to the Unit member's supervisor.

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ARTICLE 15. UNION BUSINESS

Any bargaining unit members may be granted time off to perform union functions, inclusive of conferences, conventions, seminars (but precluding local political activity). This time, to be granted without loss of pay, not to exceed an aggregate of 100 per fiscal contract year, and 150 hours per fiscal contract year, during "even years" (i.e. 2024, 2026, etc.) wherein it is an election year for all such bargaining unit members and functions, provided that reasonable notice is provided to the department manager. Written confirmation must be submitted to department manager after attending any union functions described. Confirmation shall include the date and times of attendance on appropriate letterhead executed by the provider of the function.

ARTICLE 16. MOVE-UP ASSIGNMENT

Pursuant to the terms of this Article, a bargaining unit member who does not qualify for a higher job classification but is asked to temporarily fill that higher job classification shall be eligible for move-up pay after a one-time completion of a 5-day training period in any higher job classification.

Any prior acting assignments will be counted toward the satisfaction of the 5–day training requirement for each higher job classification.

A move up assignment must be initiated by a Personnel Action Form and must be for a minimum of eight (8) hours.

Personnel action forms showing the completion of a minimum of 5-days move up assignment in any /each higher job classification will satisfy the requirement of the training period.

After the successful completion of the 5-day training period, whenever a bargaining unit member is given an acting assignment to that position, the bargaining unit members shall receive compensation fixed within the higher salary range for the position in which the move-up placement is made and shall be an increase of not less than five percent (5%) of the bargaining unit member's regular base salary.

When a bargaining unit member is in a move-up assignment, he/she shall continue to receive the same fringe benefits at the same levels and rates as that unit member received prior to the move-up assignment. For purposes of this provision, auto and phone allowances are excluded. Moreover, any cash out of the value of benefits while a bargaining unit member is serving in a move-up assignment shall be at the same rate and levels as that member's permanent classification.

ARTICLE 17. JURY DUTY/SUBPOENAED WITNESS

Any regular or probationary bargaining unit member who is called for jury duty, examination for jury duty, or who is summoned to attend court as a subpoenaed witness, shall be compensated at his regular rate of pay for those hours of absence which occur during their regularly scheduled work hours provided that such bargaining unit member deposits all fees for such hours, exclusive of any mileage allowance, with the City Controller. Bargaining unit members, who are summoned to attend court as a subpoenaed witness, on behalf of the City, on a date that is a regularly scheduled day off, shall receive compensatory time off at a rate of time and one-half.

COURT TIME POLICY — Bargaining unit members shall be compensated for court time in accordance with departmental procedures.

ARTICLE 18. GRIEVANCE PROCEDURES

A. Purpose of Grievance Procedures:

1. To promote improved employer-employee relations

2. To provide that grievances shall be settled as near as possible to the point of origin.

3. To provide that the grievance procedures shall be as informal as possible.

B. A "grievance" is defined as a question (or claim) raise by an employee or group of employees against the employer arising out of the (1) meaning, (2) interpretation, or (3) application of the express provisions of the Memorandum of Agreement.

Step 1 (Informal)

An employee's grievance must be submitted to his/her first line supervisor or equivalent immediately in charge of the aggrieved employee (as identified by the Department Head) within ten (10) business days after the event-giving rise to the grievance. The supervisor will give his or her answer to the employee by the end of the tenth business day following presentation of the grievance and the giving of such answer will terminate Step 1. The ten (10) business days' requirement may be waived by mutual consent of the parties involved.

Step 2

If the grievance is not settled in Step 1, the employee and his/her representative, if any, shall within fifteen (15) working days after the termination of Step 1, appeal in writing

on the City-provided form to the Department Head or equivalent. The Department Head shall schedule a meeting to take place within ten (10) business days from the date the grievance is referred to Step 2. The Department Head or equivalent may invite other members of management to be present at such meeting. The Department Head or equivalent will give a written reply by the end of the tenth business day following the date of the meeting, and giving of such reply will terminate Step 2.

Step 3 (City Manager's Office/Personnel Department)

If Step 2 does not resolve the grievance, the employee may appeal the grievance in writing on the City-provided form, to the City Manager's Office/Human Resources Department. The grievance shall be submitted within fifteen (15) business days of receipt of the response given in Step 2. The City Manager or his/her designee will respond to the employee within fifteen (15) business days of receipt of the grievance. The decision of the City Manager shall terminate Step 3. If a grievance is not presented within the time limits set forth above, it shall be considered "waived." If a grievance is not appealed to the next step within the specified time limit or any agreed extension thereof, it shall be considered settled on the basis of the City's last answer. If the City does not answer a grievance within the specified time limits, the employee may elect to treat the grievance as denied at that step and immediately appeal the grievance to the next level. The time limit in each step may be extended by prior mutual written agreement of the City and the employee at each step.

ARTICLE 19. ARBITRATION

Grievances which are not settled pursuant to the established procedures above, and where all other informal, internal means of settlement have been exhausted unsuccessfully, and which either party desire to contest further, shall be submitted to arbitration as provided below.

A. The matter will go to arbitration if either party files with the other in writing, a demand for such further procedures within 20 calendar days after the decision provided for by Step 3 of the Grievance Procedure.

   As soon as possible, and in any event not later than ten (10) days after either party received written notice from the other of the desire to arbitrate, the parties shall agree upon an arbitrator. If no agreement is reached within said ten (10) days, an arbitrator shall be selected from a list of seven (7) arbitrators submitted by the State Mediation and Conciliation Service by alternate striking of names until one name remains. The party who strikes the first name from the panel shall be determined by lot.

B. The arbitrator shall have no power to amend, change, add to or subtract from any of the terms of this Agreement. The decision of the arbitrator shall be based solely upon the evidence and arguments presented to him/her by the respective parties in the presence of each other.

C. The award of the arbitrator shall be binding for all grievances as defined by this Agreement. Grievances resulting from suspensions, dismissals, and demotion shall be submitted to advisory arbitration, and the decision and award are advisory to the City Manager and City Council.

D. The arbitrator may hear and determine only one grievance at a time without the express agreement of the City and the grievant representative.

E. The parties shall share equally the expense of the cost of arbitration, with the exception of their own counsel's fees and witness service. Also, any copies of transcripts of the proceedings other than that provided to the arbitrator shall be paid solely by the requesting party.

The CITY and SEIU Local 721 mutually agree to request the City Attorney to review the arbitration process and, if needed, recommend changes.

ARTICLE 20. ACCESS TO WORK STATION

The City agrees to grant official representatives of the Union the access and right-to discuss grievances or problems arising under the terms of this Agreement with bargaining unit members of this Unit during working hours. It is agreed that there will be as little interference as possible by the Union's business representatives and stewards during the working hours of all such employees. It is agreed that the Public Safety Unit may select a reasonable amount of stewards to represent this Unit, but not to exceed one steward for every ten members. The Union agrees to give the City a written list of employees who have been selected as stewards, and such list shall be kept current by the Public Safety Auxiliary Unit. It is agreed that the steward be permitted to conduct a reasonable amount of time toward Union business relative to grievances during working hours without loss of pay, if such time will not interfere with departmental operations and with prior approval from the employing department manager. Stewards shall be free from reprisal and shall not in any way be coerced, intimidated, or discriminated against as a result of his/her activities and role as a steward.

The City agrees to permit the Union to use City facilities to conduct business meetings when such facilities are available and requested in a timely manner.

ARTICLE 21. LABOR MANAGEMENT MEETINGS

The City agrees to convene labor management meetings at least six (6) times per year for the purpose of informally discussing employment-relations issues. At least 72 hours prior to each meeting, the Union shall present to the City a written agenda of the topics to be discussed. The Union and the City agree that the meetings will be convened for the purpose of improving labor management relations and implementing mutually agreeable solutions to issues in dispute. The meeting shall be convened for the purpose of constructive discussion of City work policies and procedures.

Further, the Union and the City agree to discuss the administration of the contract during these meetings. The intent here is for the parties to keep one another abreast of the day-to-day problems with respect to application of the MOA. It is not intended that any collective bargaining is to take place at these quarterly meetings. Both parties agree that the added purpose of these meetings to foster improved employer-employee relations, reduce the number of conflicts between the Union and Management through improved communications and set the tone for negotiations at the expiration of the Memorandum of Agreement.

During the term of this agreement the parties agree to use some of the meeting time to discuss service and job restoration planning, including but not limited to: training, review of vacant bargaining unit positions, restoration of bargaining unit jobs, contracting out, and restoring city services to pre-financial crisis levels.

ARTICLE 22. EDUCATIONAL REIMBURSEMENT

The City shall reimburse bargaining unit member for tuition and books up to a maximum of $3,000.00 per fiscal year, providing that the bargaining unit members enrolled in educational institutions comply with the provisions listed herein. In no case shall bargaining unit members receive reimbursement above actual costs on any expenditure or grant reimbursement, nor will veterans be eligible to participate while receiving financial remuneration through the GI Bill.

ARTICLE 23. WORK STOPPAGES

Neither the Union, its officers or agents, nor any of the bargaining unit members covered by this Agreement will engage in, encourage, sanction, support or suggest any strikes, slowdowns, mass resignations, mass absenteeism, the willful absence from one's position, the stoppage of work or the abstinence in whole or in part of the full, faithful and proper performance of duties of employment for the purpose of inducing, influencing, or coercing a change in the conditions or compensation or the rights,

privileges or obligations of employment. Any bargaining unit member who violates any of the provisions of this Article may be discharged or otherwise disciplined.

ARTICLE 24. EMPLOYER RIGHTS

Except as explicitly limited by a specific provision of this Agreement, the employer shall have the exclusive right to take any action deems appropriate in the management of the City and the direction of work force in accordance with its judgment. All inherent statutory and common law management functions and prerogatives which the employer has not expressly modified or restricted by specific provisions of this Agreement are retained and vested exclusively with the Employer.

The Employer shall have the sole and exclusive right to determine the functions and programs of the City, its overall budget, utilization of technology, the organizational structure, and selection, directions, and number of personnel. In addition, the Employer specifically reserves the exclusive right in accordance with its judgment to: (1) reprimand or otherwise discipline employees for cause; (2) hire, promote, and transfer in accordance with the Charter and the Personnel Rules and Regulations; (3) assign employees to work; (4) determine the starting and quitting time; (5) maintain the efficiency of employees; (6) close down buildings or any part thereof; (7) expand, reduce, alter, combine, transfer or cease any job, department, operation or service; (8) subcontract any work done by the employees; (9) control and regulate the use of the equipment and other property of the Employer; (10) determine the number, location and operation of buildings, divisions, and departments thereof, the assignment of work and the size and composition of the work force; (11) make or change rules, policies, or provisions, exclusive of this Agreement; (12) introduce new or improved research, development, maintenance, service methods, materials, or otherwise generally manage the City; (13) direct the employees and establish terms and conditions of employment, except as expressly modified or restricted by specific provisions of this Agreement. The employer's non-exercising of any function hereby reserved to it, or its exercising any such function in a particular way shall not be deemed a waiver of its rights to exercise such function or to preclude the Employer from exercising the same in some other way not to conflict with the express provisions of this Agreement. The Union agrees that shall not establish or attempt to enforce upon the Employer, or any employee any rule or regulations which would interfere with the recognized right of management to carry out the foregoing provisions. The City hereby agrees to meet and confer on matters relating to wages, hours, and other terms and conditions of employment when required by law (Section 3505 of the Government Code).

Effect of Laws, Rules, and Regulations

The Union recognizes that all employees covered by this Agreement shall perform the services prescribed by the Employer and shall be governed by the laws of the State of California, and by the Employer's rules, regulations, directives, and orders, issued by properly designated officials. The Union also recognizes the right, obligation and duty of the Employer and its duly designated officials to promulgate rules, regulations, directives, and orders from time to time, as deemed necessary by the Employer, insofar as such rules, regulations directives, and orders do not conflict with the express terms of this Agreement.

Reservation of Management Rights

The enumeration of the rights and duties of the Employer in this Agreement shall not be deemed to exclude other inherent management rights and management functions not expressly reserved herein, and all management rights and management functions not expressly delegated in this Agreement are reserved to the Employer. The Union agrees that its members shall comply with all City and departmental rules and regulations, including those relating to conduct and work performance. The Employer agrees that application of departmental rules and regulations which affect working conditions and performance shall be subject of the grievance procedures as set forth in the Personnel Rules and Regulations.

ARTICLE 25. SEPARABILITY PROVISION

This Memorandum of Agreement is subject to all applicable Federal, State, County, and City laws and regulations, and any lawful rules and regulations enacted by the City's Personnel Board. If any part or provision of this Memorandum of Agreement in conflict or inconsistent with such applicable provisions of Federal, State, County or City Laws, rules and regulations, or is otherwise held to be invalid or unenforceable by any tribunal of competent jurisdiction, such part of provisions shall be suspended and superseded by such applicable law or regulations, and the remainder of this Memorandum of Agreement shall not be affected thereby.

ARTICLE 26. PREVAILING RIGHTS

To the extent that they are not expressly or by necessary interpretation and application covered by the purposes, intents, and language of this Agreement, all rights, privileges, obligations, and working conditions of employment within the scope of representation presently enjoyed by the employees within the Unit shall remain in effect and be operative during the term of this Agreement, unless eliminated, enlarged or otherwise

modified after the Meet and Confer process to the extent that such procedures are required by the laws of the State of California.

ARTICLE 27. BILINGUAL ASSIGNMENT

A) The City agrees to pay $40.00 bi-weekly ($80.00 per month) to bargaining unit member when assigned to provide bilingual services. Bargaining unit members shall be required to pass a qualifying examination administered by the City to determine proficiency for bilingual assignment. Bargaining unit members accepting bilingual assignments shall be assigned to shifts and Divisions in a manner that is of the greatest value to the Department. Seniority shall be the determining factor in disputes regarding selections of shifts where bilingual assignments are to meet the needs of the Department. Bargaining unit members committed to the bilingual assignment shall be obligated to provide such services to the City as needed.

B) A differential of $70.00 ($140.00 per month) will be paid to bargaining unit members who obtain a certificate showing oral and written competence in Spanish from an institution in the state of California approved by the Human Resources Department, when assigned to provide bilingual services.

Bargaining unit members currently receiving bilingual pay under the provisions of "A" above will be eligible to receive payment of $70.00 bi-weekly if they can demonstrate written competence in Spanish as determined by the Human Resources Director.

ARTICLE 28. COMPENSATION

A. Retirement Contributions

The CITY shall provide Classic California Employees' Retirement Systems (CalPERS) members who are covered by this MOA, the 2.7% at 55 years Retirement Plan of CalPERS. The CITY shall provide employees who are New CalPERS members who are covered by this MOA, the 2% at 62 years Retirement Plan of CalPERS. The CITY shall continue to pay the employees' 8% portion of retirement contributions to CalPERS for Classic CalPERS members who are employed in a classification represented by SEIU Local 721. Employees defined as New CalPERS members shall pay up to 8% of their portion of contribution to CalPERS retirement.

Note: Classic members are defined as CalPERS members who were active prior to January 1, 2013, or individuals from reciprocal agencies who were active prior to January 1, 2013.

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New members are defined as members who are brought into CalPERS membership for the first time on or after January 1, 2013, and who have no prior membership in any other California public retirement system.

B. **Adjustments to Compensation**

For the 2022-2023 fiscal year, effective retroactive to July 1, 2022, there will be seven and 1/2 (7.5%) percent wage increase to base pay for unit members, which shall be reflected in the City's salary ranges. The payment will be made within ninety (90) days from approval of the entire MOA by both the SEIU membership and City Council.

For the 2022-2023 fiscal year, there will be a one time, one and 1/2 (1.5%) percent off-schedule wage payment for unit members, based on the salary ranges as of June 30, 2022. The payment will be made within sixty (60) days from approval of the entire MOA by both the SEIU membership and City Council.

C. **Parity Clause**

If any bargaining unit, except Firefighters, receives a total compensation package exceeding the percentage amount SEIU agrees to, the difference shall be provided to each unit represented by SEIU. The trigger for parity for this agreement shall be a total percentage pay amount greater than 9.0% for the 2022-2023 fiscal year.

D. Salary ranges of classifications represented by the Union shall be set as follows:

CLASSIFICATION	7/1/2022
Parking Control Lead Officer	93
Parking Control Officer	88
Security Lead Officer	125
Security Officer	120
Security Services Coordinator	139

ARTICLE 29. ZIPPER CLAUSE

This MOU sets forth the full and entire understanding of the parties regarding matters set forth herein, and any and all prior or existing MOU's understandings, or agreements that conflict with the matters set forth herein, whether formal or informal, are hereby superseded and terminated in their entirety. Existing policies, rules, ordinances and resolutions that do not conflict with the matters set forth herein remain in effect. All

terms and conditions of employment not covered by this Agreement shall continue to be subject to the City's direction and control.

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter appropriate for collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the City and the Union, for the life of this Agreement, each voluntarily and unqualified waives the right, and each agrees that the other shall not be obligated to bargaining collectively with respect to any subject or matter, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed this Agreement.

Notwithstanding the above, the parties agree to meet and confer upon mutual agreement. Any additions or changes in this Agreement shall not be effective unless reduced to writing and properly ratified and signed by both parties.

ARTICLE 30. HOLIDAYS

Full time bargaining unit members of this Unit shall receive time off with pay on holidays as designated by the City Council. When a holiday falls on Sunday, the following Monday shall be observed; and when a holiday falls on Saturday, the preceding Friday shall be observed. When the employee's birthday or holiday falls on a weekend or during his/her scheduled vacation, employee will receive another day off, when requested, subject to approval of his/her supervisor. The employee's birthday holiday must be used within one year in which the birthday falls.

The City Manager shall have authority to order all bargaining unit members of any department to work on any holiday. A new bargaining unit member whose first workday is the day after a City holiday shall not be paid for that holiday. A bargaining unit member who is terminating his/her employment with the City for reasons other than paid City retirement and whose last day as a paid employee is the day before a City holiday shall not be paid for that holiday.

In order to receive holiday pay, a bargaining unit member must have worked for all or a portion of both the regularly scheduled working assignments immediately prior to and immediately after that holiday, unless such bargaining unit member is on paid vacation or sick leave.

In order to be compensated for holiday time, a bargaining unit member must turn in a medical statement from the attending physician explaining illness for the day taken before and/or after the holiday. The City agrees to provide the following paid holidays to bargaining unit members of this unit:

Independence Day
Labor Day
Admission Day
Veterans Day
Thanksgiving Day
Friday after Thanksgiving
Christmas Day*
New Year's Day
Dr. Martin Luther King, Jr., Birthday
Lincoln's Birthday
Washington's Birthday
César Chávez Holiday
Cinco de Mayo
Memorial Day
Juneteenth
Employee's Birthday (Floating)

By action of Resolution, the City Council establishes legal holidays for City employees each year. When a bargaining unit member calls in sick on a designated holiday and is scheduled to work on that day; a doctor's statement shall be submitted to the Department together with the time card in order to be eligible for sick benefits. This statement shall specify the date and the nature of the illness.

If the City Council declares a holiday but bargaining unit members are unable to observe it due to work requirements, bargaining unit members will be granted equivalent time off. If bargaining unit members request and are denied the opportunity to schedule any floating holiday time, the City shall pay for the unused time.

All floating holidays approved by the City Council shall be "front-loaded", i.e., credited to each employee's leave bank on July 1 of each year. Employees shall be allowed to use this holiday time in advance of when it is actually earned. However, in the event that an employee voluntarily terminates employment with the City and he/she has taken

* *Employees assigned an alternate work schedule (Monday through Friday) will receive this day as a regular holiday. Employees assigned a 4–10 work schedule (Monday through Thursday) will receive this day as a Floating Holiday, to be used by June 30 of each year.*

unearned holiday time, that time shall be deducted from his/her vacation accrual and/or his/her final paycheck at the City's option.

ARTICLE 31. RETIREMENT

The City shall provide Classic California Public Employees' Retirement System (CalPERS) members who are covered by this MOA, the 2.7% at 55 years Retirement Plan of CalPERS. The City shall provide employees who are new CalPERS members who are covered by this MOA, the 2% at 62 years Retirement Plan of CalPERS.

Note: Classic members are defined as CalPERS members who were active prior to January 1, 2013, or individuals from reciprocal agencies who were active prior to January 1, 2013.

New members are defined as members who are brought into CalPERS membership for the first time on or after January 1, 2013, and who have no prior membership in any other California public retirement system.

ARTICLE 32. EMPLOYMENT OPPORTUNITIES

Vacancies in the Classified Services shall be filled by the method prescribed by Rule 6.2A and 6.6A of the City of Compton's Personnel Rules and Regulations. The City agrees to post an employment opportunity bulletin for at least ten (10) working days to announce vacancies for any newly created Unclassified positions which are deemed comparable or similar to any position represented by SEIU Local 721 (excluding positions created in the following offices: Mayor and Council, City Manager and City Attorney.

ARTICLE 33. CONTRACTING AND SUBCONTRACTING

The Union recognizes that the City has statutory and charter rights and obligations in contracting for matters relating to municipal actions. The right of contracting or subcontracting is vested in the City. The rights to contract or subcontract shall not be used for the purpose or intention of undermining the Union nor to discriminate against any of its members. The City further agrees that for the term of this Agreement it will not layoff, demote and/or decrease the salary of any bargaining unit employee who has completed his or her probationary periods and has regular civil service status at the time of the execution of this Agreement, because of the exercise of its contracting or subcontracting rights, except in the event of an emergency, strike or work stoppage.

The City agrees to send a request to "Meet and Confer" to the Union within 15 working days prior to any final decision to subcontract the work performed by bargaining unit

members, to discuss its intent and any unforeseen impacts and hardships. The Union agrees to meet with the City within five (5) working days once notice is received.

ARTICLE 34. VACATION

Bargaining unit members of this Unit may use vacation leaves after the satisfactory completion of six months of continuous service with the City. Permanent full time bargaining unit members accrue vacation according to the limitations described in the Personnel Rules and Regulations and the following schedule, and permanent part time bargaining unit members accrue vacation according to the limitations described in the Personnel Rules and Regulations and at ½ the amounts listed in the following:

6 months to 5 years of service	6.667 hours per month
5 to 9 years of service	10.00 hours per month
10 to 14 years of service	14.00 hours per month
15 or more years of service	17.333 hours per month

Bargaining Unit members may convert up to 80 hours of vacation leave to cash provided the bargaining unit member has in excess of 400 hours of unused vacation leave, upon the City Manager's approval.

Within sixty days of ratification of this MOU, the parties shall meet and confer on a mutually agreed upon schedule, but no less than once every two (2) weeks, regarding the vacation accruals and vacation accrual overage matter.

ARTICLE 35. PERSONNEL FILES

The official personnel file of each bargaining unit member shall be maintained by the City's Human Resources Department. A bargaining unit member and/or a Union Representative/Steward authorized by the bargaining unit member may review and/or obtain copies of any documents from the bargaining unit member's personnel file. Copies of any "derogatory" written material shall be provided to the affected bargaining unit member before it is placed in the personnel file. The bargaining unit member may be given an opportunity, during normal working hours and without loss of pay, to review and initial the material, if such time will not interfere with departmental operations and with prior approval from the bargaining unit member's Department Manager. It is agreed that the City will review personnel files for bargaining unit members covered by this Agreement annually, to remove and/or seal (whichever is appropriate) any reprimands or infractions (excluding serious

disciplinary matters, i.e. suspensions, demotions, and dismissals) which are at least four years old and have not been repeated in a two-year period, or which are internally generated complaints, which are at least two years old and have not been repeated within that time.

ARTICLE 36. TERM

This Agreement shall be in full force and effect, commencing July 1, 2019, and concluding on June 30th, 2022. All terms and conditions agreed to in this Memorandum of Agreement shall remain in effect until a successor Memorandum of Agreement is agreed to, or until such time as the City may implement changes in this Memorandum of Agreement by unilateral implementation through impasse.

ARTICLE 37. CERTIFICATION/LICENSES

The City shall pay the cost for any special license or certificate required of the performance of job duties. The City shall also provide release time where necessary for the bargaining unit members to take tests and/or training for such documents. The City agrees to Meet and Confer with the Union additional compensation for those classifications requiring certification and/or licenses.

Within sixty days of ratification of this MOU, the parties shall meet and confer on a mutually agreed upon schedule, but no less than once every two (2) weeks, regarding certification bonuses.

ARTICLE 38. SAFETY

City management will make every reasonable effort to provide safe working conditions, and the Union will require that all unit members perform their duties in a safe manner. As long as needed, City management shall continue to provide unit members safety clothing and safety devices. When issued, unit members shall utilize such safety clothing and safety devices. In addition, each unit member shall be responsible for promptly reporting to his/her supervisor any observed unsafe practice or condition. City management shall advise the unit member of the action or correction that will be taken.

The City will provide annual training to the unit members regarding the handling and disposal of items, including potentially biohazardous items, located at various areas of the City and training for members regarding appropriate interaction with members of the public.

The City will provide safety ballistic vests for all bargaining unit members who are required to carry a firearm by the position classification in the performance of job duties. Employees may choose to purchase and use an optional external uniform vest carrier at his/her own expense. The carrier shall match the uniform shirt in color and all costs associated with replacement due to damage done while on duty will be incurred by the employee.

The City will provide unit members with Rain Jackets and Pants ("Rain Gear"). The City will meet and consult with the Union regarding the type of rain gear to be provided. Unit members will be required to execute a form acknowledging receipt of the Rain Gear and Pants as well as acknowledgment and agreement to be responsible for loss or damage beyond standard wear and tear.

ARTICLE 39. LAYOFF AND RETRENCHMENT PROCEDURES

Any employee in the Classified Services may be laid off for lack of funds through action of the City Council, as set forth in Article XI Section 1107 of the City Charter and Rule 8 of the Rules and Regulations.

A. Abolition of Position Lay-Offs

Whenever it becomes necessary, in the opinion of the City Council, to abolish a position, or to reduce the number of employees in a given class in the Classified Service, the City Council, may do so by stating in its proceedings, its reasons therefore. Should such positions involving substantially the same duties be created or filled within one year, the employee or employees laid off shall be entitled to be appointed thereto.

All lay-offs occasioned by the abolishment of a position or the reduction in number of employees in a given classification shall be governed by seniority service and shall be in the reverse order as seniority in service and shall be in the reverse order as hired.

Interpretation

Service Seniority is interpreted and defined as length of continuous service in the respective classification within the same occupational family group.

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B. Order of Separation

Seniority in classification shall govern the order of layoff so that positions remaining, which are not abolished or are to be staffed after layoff will be occupied by employees with greatest Length of continuous service in the classification.

1. Wherever seniority in classification is equal, the following criteria shall be applied in the order below:

   a. Service within that occupational group

   b. Total City Service

   c. Relative position on eligibility list

   d. Drawing of lots

C. Voluntary Reduction in Lieu of Layoff

Any classified employee serving in a permanent or promotional probationary status who is scheduled to be laid off may, not later than five working days after notice of layoff, request a reduction to a lower class, regardless if he has previously served, a 90-day probationary period will be required. If the employee does not receive a satisfactory evaluation, he/she then reverts to the next lower position within the group in which they have accrued seniority.

Employees may revert to positions outside of the family group only when they have previously served in the respective position, and there is a vacancy or there is an incumbent in such position who has less total service therein than the employee requesting the demotion in lieu of layoff.

The employee displaced shall be considered as laid off for the same reason as the person who displaced him and shall employ the same procedures.

The employee laid off shall be given written notice of layoff not less than 30 calendar days prior to the effective date of the layoff, and shall be informed of his/her reinstatement status in writing.

The employee laid off or displaced as a result of another employee's reversion to a lower classification shall receive written notice of layoff not less than 20 days prior to the effective date of such action.

DRAFT

The employee laid off as a result of a displaced employee's reversion to a lower classification shall receive written notice of layoff not less than ten (10) days prior to the effective date of the layoff.

The names of permanent employees who have been laid off due to a reduction in force shall be placed on an appropriate layoff/reinstatement list according to the date of separation and shall be based on: last employee laid off is the first employee on the list with other employees eligible in sequential order hereafter. Said list shall be used by the appointing officer when a vacancy for that class is to be filled before certification.

D. Order of Recall

Employees in the Classified Service who have been laid off shall be placed on an appropriate layoff/reinstatement list according to the date of separation and classification of position. Said list shall be used by the appointing officer when a vacancy exists for the class or position of former employment.

Recall from layoff shall be in the reverse order of layoff within the class and in accordance with the reinstatement list compiled for such purposes.

E. Notice of Recall

Notice of recall from layoff shall be return-receipt requested mail and shall specify the date for reporting to work, which shall not be more than two weeks from the date notice, is received.

Notice shall be deemed to have been received when sent to the last known address on file with the City and delivery if certified by the Postal Service.

Notice of recall will also be forwarded to the respective employee organization. Employees to be laid off shall submit to the Personnel Department their current address at the time of separation. Upon receiving notice, the person on layoff shall have five days to accept or decline the recall opportunity.

1. If an employee fails to respond in writing within five (5) days of recall, the City will proceed to the next senior person on the reinstatement list and follow the same notice and response procedure. This process will continue through the list until recall needs are met, or the list is exhausted.

DRAFT

2. Any employee who refuses recall fails to report on the prescribed date within the two-week maximum thereby waives all remaining rights to recall and reinstatement as an employee.

F. Reinstatement /Restoration

Any employee who has been laid off and who is reinstated in a permanent position within one year from the date of layoff shall receive the following considerations and benefits:

1. All sick leave credited to the employee's account for which the employee was not compensated when laid off shall be restored;

2. All seniority held at the time of layoff shall be restored;

3. All prior active duty time shall be credited for the purpose of determining vacation service awards.

4. The probationary status of any employee who is interrupted by layoff must be completed upon reinstatement; however, a new probationary period of not less than 90 days will be required in all cases where the probation has been interrupted by layoff for a period of six months or more, as well as in situations where recall is to a different class or department from which displaced by layoff.

   a. Resignation in Lieu of Recall

      An employee who elects to resign in lieu of layoff or while laid off shall forfeit all rights to reinstatement, and be entitled only to those rights related to severance from the service.

   b. Assignment of Duties to Another

      The duties performed by any employee laid off may be assigned to any other employee or employees handling positions in appropriate classes.

G. Separation after Recall

Layoff for more than one year will terminate reinstatement rights. The employee will be entitled to same severance benefits and pay as are provided in the case of other separations or retirements.

H. Checkout upon Layoff, Separation or Terminations

Any employee who is laid off, terminated, or who separates from the service for any reason, shall not receive his final paycheck until he has turned in his City identification card, has cleared with his department head the disposition of any clothing, tools, or other working materials that have been provided to him by the City, and has completed all exit interviews and forms which may be required by the City Manager.

I. Severance Benefits upon Termination of Employment

The employee who is separated from the service is entitled to receive, in lieu of any other severance payments other than the benefits of a vested retirement program, those accumulations of unused and accrued vacation and sick leave credits as are provided for in this Memorandum of Agreement. If an employee elects to withdraw all compensation due at the time of layoff, he/she must request in writing, total and final severance pay from the City Controller at least ten (10) days prior to the effective date of the layoff. Upon receipt by an employee of such amounts of accumulation, all rights to any further severance pay shall be accrued and accumulated credit for unused vacation or sick leave time, nor any lump sum payment in lieu thereof be counted as sick credit nor be deemed as compensation for purposes of establishing the level of retirement benefits under any retirement plan then in force and effect. If an employee elects to restore time for which he/she was compensated, he/she must remit any monies received to the City.

ARTICLE 40. FIREARM CERTIFICATION

The City shall reimburse the Security Officers for the annual fee associated with retaining their California gun permit through the Bureau of Security and Investigative Services. The City shall also provide the training required (two sessions per year at a gun range) for Security Officers to retain their California gun permit through the Bureau of Security and Investigative Services.

ARTICLE 41. NEW EMPLOYEE ORIENTATIONS

"New Employee Orientation" means the onboarding process of a group of newly hired public employees, whether in person, online, or through other means and mediums, in which employees are advised of their employment status, rights, benefits, duties and responsibilities, or any other employment-related matter.

DRAFT

During each calendar month, the City shall inform the Union if any employees have been hired into the bargaining unit during that respective month. If any employee(s) have been hired, the City shall provide Union access to any new employee orientations that may be held. The Union shall receive not less than ten (10) calendar days' notice in advance of a monthly orientation, except that shorter notice may be provided in a specific instance where there is an urgent need critical to the City's operations that was no reasonably foreseeable. The notice shall be sent via email to the Worksite Organizer (WSO) and to membership@seiu721.org.

The City will provide Union representatives up to thirty (30) minutes exclusive time (without management representatives present) with any new bargaining unit employees to explain the coverage of this Agreement, obligations and benefits of Union membership and provide all other pertinent information to the employees regarding the Union. Such time may be scheduled in a meeting room or other space provided by the City.

Release time shall be granted for stewards to participate in the new employee orientations.

DRAFT

Subject to the foregoing, this Memorandum of Agreement is hereby executed by the authorized representatives of the City of Compton and the Union, and entered into this _____ day of _____ 2023.

FOR THE CITY:	FOR THE UNION:
Thomas Thomas, City Manager	Jason Adkin, President
Triphenia Simmons, Assistant City Attorney	Thomas Walker, Vice-President
Eric J. Perrodin, City Attorney	David Sanders, SEIU Regional Director

CITY OF COMPTON

SALARY RANGES

SEIU LOCAL 721

	STEP A	STEP B	STEP C	STEP D	STEP E
RANGE #	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY
1	$16,860.30 $1,405.03 $648.47 $8.1059	$17,531.10 $1,460.93 $674.27 $8.4284	$18,227.70 $1,518.98 $701.06 $8.7633	$18,950.10 $1,579.18 $728.85 $9.1106	$19,698.30 $1,641.53 $757.63 $9.4703
2	$17,028.00 $1,419.00 $654.92 $8.1866	$17,698.80 $1,474.90 $680.72 $8.5091	$18,408.30 $1,534.03 $708.02 $8.8502	$19,130.70 $1,594.23 $735.79 $9.1975	$19,891.80 $1,657.65 $765.07 $9.5634
3	$17,195.70 $1,432.98 $661.37 $8.2672	$17,879.40 $1,489.95 $687.59 $8.5959	$18,588.90 $1,549.08 $714.96 $8.9370	$19,324.20 $1,610.35 $743.23 $9.2905	$20,098.20 $1,674.85 $773.01 $9.6626
4	$17,363.40 $1,446.95 $667.82 $8.3478	$18,047.10 $1,503.93 $694.12 $8.6765	$18,769.50 $1,564.13 $721.91 $9.0238	$19,504.80 $1,625.40 $750.19 $9.3773	$20,291.70 $1,690.98 $780.45 $9.7556
5	$17,531.10 $1,460.93 $674.27 $8.4284	$18,227.70 $1,518.98 $701.06 $8.7633	$18,950.10 $1,579.18 $728.85 $9.1106	$19,698.30 $1,641.53 $757.63 $9.4700	$20,485.20 $1,707.10 $787.89 $9.8486
6	$17,698.80 $1,474.90 $680.72 $8.5091	$18,408.30 $1,534.03 $708.02 $8.8502	$19,130.70 $1,594.23 $735.79 $9.1975	$19,891.80 $1,657.65 $765.07 $9.5634	$20,691.60 $1,724.30 $795.83 $9.9478
7	$17,879.40 $1,489.95 $687.59 $8.5959	$18,588.90 $1,549.08 $714.96 $8.9370	$19,324.20 $1,610.35 $743.23 $9.2905	$20,098.20 $1,674.85 $773.01 $9.6626	$20,898.00 $1,741.50 $803.77 $10.0472
8	$18,047.10 $1,503.93 $694.12	$18,769.50 $1,564.13 $721.91	$19,504.80 $1,625.40 $750.19	$20,291.70 $1,690.98 $780.45	$21,104.40 $1,758.70 $811.63

	$8.6765	$9.0238	$9.3773	$9.7556	$10.1464
9	$18,227.70	$18,950.10	$19,698.30	$20,485.20	$21,310.80
	$1,518.98	$1,579.18	$1,641.53	$1,707.10	$1,775.90
	$701.06	$728.85	$757.63	$787.89	$819.64
	$8.7633	$9.1106	$9.4703	$9.8486	$10.2456
10	$18,408.30	$19,130.70	$19,891.80	$20,691.60	$21,517.20
	$1,534.03	$1,594.23	$1,657.65	$1,724.30	$1,793.10
	$708.02	$735.79	$765.07	$795.83	$827.59
	$8.8502	$9.1975	$9.5634	$9.9478	$10.3448
11	$18,588.90	$19,324.20	$20,098.20	$20,898.00	$21,736.50
	$1,549.08	$1,610.35	$1,674.85	$1,741.50	$1,811.38
	$714.96	$743.23	$773.01	$803.77	$836.02
	$8.9370	$9.2905	$9.6626	$10.0472	$10.4503
12	$18,769.50	$19,504.80	$20,291.70	$21,104.40	$21,942.90
	$1,564.13	$1,625.40	$1,690.98	$1,758.70	$1,828.58
	$721.91	$750.19	$780.45	$811.71	$843.96
	$9.0238	$9.3773	$9.7556	$10.1464	$10.5495
13	$18,950.10	$19,698.30	$20,485.20	$21,310.80	$22,162.20
	$1,579.18	$1,641.53	$1,707.10	$1,775.90	$1,846.85
	$728.85	$757.63	$787.89	$819.64	$852.40
	$9.1106	$9.4703	$9.8486	$10.2456	$10.6549
14	$19,130.70	$19,891.80	$20,691.60	$21,517.20	$22,381.50
	$1,594.23	$1,657.65	$1,724.30	$1,793.10	$1,865.13
	$735.79	$765.07	$795.83	$827.59	$860.83
	$9.1975	$9.5634	$9.9478	$10.3449	$10.7603
15	$19,324.20	$20,098.20	$20,898.00	$21,736.50	$22,600.80
	$1,610.35	$1,674.85	$1,741.50	$1,811.38	$1,883.40
	$743.23	$773.01	$803.77	$836.02	$869.27
	$9.2905	$9.6626	$10.0472	$10.4502	$10.8658
16	$19,504.80	$20,291.70	$21,104.40	$21,942.90	$22,820.10
	$1,625.40	$1,690.98	$1,758.70	$1,828.58	$1,901.68
	$750.19	$780.45	$811.71	$843.96	$877.69
	$9.3773	$9.7556	$10.1464	$10.5495	$10.9712
17	$19,698.30	$20,485.20	$21,310.80	$22,162.20	$23,052.30
	$1,641.53	$1,707.10	$1,775.90	$1,846.85	$1,921.03
	$757.63	$787.89	$819.64	$852.40	$886.63
	$9.4703	$9.8486	$10.2456	$10.6549	$11.0829
18	$19,891.80	$20,691.60	$21,517.20	$22,381.50	$23,271.60
	$1,657.65	$1,724.30	$1,793.10	$1,865.13	$1,939.30

18	$765.07	$795.83	$827.59	$860.83	$895.07
	$9.5634	$9.9478	$10.3448	$10.7603	$11.1883
19	$20,098.20	$20,898.00	$21,736.50	$22,600.80	$23,503.80
	$1,674.85	$1,741.50	$1,811.38	$1,883.40	$1,958.65
	$773.01	$803.77	$836.02	$869.27	$903.99
	$9.6626	$10.0472	$10.4502	$10.8658	$11.2999
20	$20,291.70	$21,104.40	$21,942.90	$22,820.10	$23,736.00
	$1,690.98	$1,758.70	$1,828.58	$1,901.68	$1,978.00
	$780.45	$811.71	$843.96	$877.69	$912.92
	$9.7556	$10.1464	$10.5495	$10.9712	$11.4116
21	$20,485.20	$21,310.80	$22,162.20	$23,052.30	$23,968.20
	$1,707.10	$1,775.90	$1,846.85	$1,921.03	$1,997.35
	$787.89	$819.64	$852.40	$886.63	$921.86
	$9.8486	$10.2456	$10.6549	$11.0829	$11.5231
22	$20,691.60	$21,517.20	$22,381.50	$23,271.60	$24,200.40
	$1,724.30	$1,793.10	$1,865.13	$1,939.30	$2,016.70
	$795.83	$827.59	$860.83	$895.07	$930.57
	$9.9478	$10.3449	$10.7603	$11.1883	$11.6348
23	$20,898.00	$21,736.50	$22,600.80	$23,503.80	$24,445.50
	$1,741.50	$1,811.38	$1,883.40	$1,958.65	$2,037.13
	$803.77	$836.02	$869.27	$903.99	$940.22
	$10.0472	$10.4502	$10.8658	$11.2999	$11.7527
24	$21,104.40	$21,942.90	$22,820.10	$23,736.00	$24,677.70
	$1,758.70	$1,828.58	$1,901.68	$1,978.00	$2,056.48
	$811.71	$843.96	$877.69	$912.92	$949.14
	$10.1464	$10.5495	$10.9712	$11.4116	$11.8642
25	$21,310.80	$22,162.20	$23,052.30	$23,968.20	$24,922.80
	$1,775.90	$1,846.85	$1,921.03	$1,997.35	$2,076.90
	$819.64	$852.40	$886.63	$921.86	$958.57
	$10.2456	$10.6549	$11.0829	$11.5231	$11.9822
26	$21,517.20	$22,381.50	$23,271.60	$24,200.40	$25,167.90
	$1,793.10	$1,865.13	$1,939.30	$2,016.70	$2,097.33
	$827.59	$860.83	$895.07	$930.79	$967.99
	$10.3448	$10.7603	$11.1883	$11.6348	$12.1000
27	$21,736.50	$22,600.80	$23,503.80	$24,445.50	$25,425.90
	$1,811.38	$1,883.40	$1,958.65	$2,037.13	$2,118.83
	$836.02	$869.27	$903.99	$940.22	$977.92
	$10.4502	$10.8658	$11.2999	$11.7527	$12.2240
	$21,942.90	$22,820.10	$23,736.00	$24,677.70	$25,671.00

28	$1,828.58	$1,901.68	$1,978.00	$2,056.48	$2,139.25
	$843.96	$877.69	$912.92	$949.14	$987.34
	$10.5495	$10.9712	$11.4116	$11.8642	$12.3419
29	$22,162.20	$23,052.30	$23,968.20	$24,922.80	$25,916.10
	$1,846.85	$1,921.03	$1,997.35	$2,076.90	$2,159.68
	$852.40	$886.63	$921.86	$958.57	$996.77
	$10.6549	$11.0829	$11.5231	$11.9822	$12.4597
30	$22,381.50	$23,271.60	$24,200.40	$25,167.90	$26,174.10
	$1,865.13	$1,939.30	$2,016.70	$2,097.33	$2,181.18
	$860.83	$895.07	$930.79	$967.99	$1,006.69
	$10.7603	$11.1883	$11.6348	$12.1000	$12.5837
31	$22,600.80	$23,503.80	$24,445.50	$25,425.90	$26,445.00
	$1,883.40	$1,958.65	$2,037.13	$2,118.83	$2,203.75
	$869.27	$903.99	$940.22	$977.92	$1,017.11
	$10.8658	$11.2999	$11.7527	$12.2240	$12.7139
32	$22,820.10	$23,736.00	$24,677.70	$25,671.00	$26,690.10
	$1,901.68	$1,978.00	$2,056.48	$2,139.25	$2,224.18
	$877.69	$912.92	$949.14	$987.34	$1,026.54
	$10.9712	$11.4116	$11.8642	$12.3419	$12.8317
33	$23,052.30	$23,968.20	$24,922.80	$25,916.10	$26,948.10
	$1,921.03	$1,997.35	$2,076.90	$2,159.68	$2,245.68
	$886.63	$921.86	$958.57	$996.77	$1,036.46
	$11.0829	$11.5231	$11.9822	$12.4597	$12.9558
34	$23,271.60	$24,200.40	$25,167.90	$26,174.10	$27,219.00
	$1,939.30	$2,016.70	$2,097.33	$2,181.18	$2,268.25
	$895.07	$930.79	$967.99	$1,006.69	$1,046.89
	$11.1883	$11.6348	$12.1000	$12.5837	$13.0861
35	$23,503.80	$24,445.50	$25,425.90	$26,445.00	$27,502.80
	$1,958.65	$2,037.13	$2,118.83	$2,203.75	$2,291.90
	$903.99	$940.22	$977.92	$1,017.11	$1,057.80
	$11.2999	$11.7527	$12.2240	$12.7139	$13.2225
36	$23,736.00	$24,677.70	$25,671.00	$26,690.10	$27,760.80
	$1,978.00	$2,056.48	$2,139.25	$2,224.18	$2,313.40
	$912.92	$949.14	$987.34	$1,026.54	$1,067.72
	$11.4116	$11.8642	$12.3419	$12.8317	$13.3466
37	$23,968.20	$24,922.80	$25,916.10	$26,948.10	$28,031.70
	$1,997.35	$2,076.90	$2,159.68	$2,245.68	$2,335.98
	$921.86	$958.57	$996.77	$1,036.46	$1,078.15
	$11.5231	$11.9822	$12.4597	$12.9558	$13.4767

38	$24,200.40	$25,167.90	$26,174.10	$27,219.00	$28,315.50
	$2,016.70	$2,097.33	$2,181.18	$2,268.25	$2,359.63
	$930.79	$967.99	$1,006.69	$1,046.89	$1,089.06
	$11.6348	$12.1000	$12.5837	$13.0861	$13.6133
39	$24,445.50	$25,425.90	$26,445.00	$27,502.80	$28,599.30
	$2,037.13	$2,118.83	$2,203.75	$2,291.90	$2,383.28
	$940.22	$977.92	$1,017.11	$1,057.80	$1,100.33
	$11.7527	$12.2240	$12.7139	$13.2225	$13.7497
40	$24,677.70	$25,671.00	$26,690.10	$27,760.80	$28,870.20
	$2,056.48	$2,139.25	$2,224.18	$2,313.40	$2,405.85
	$949.14	$987.34	$1,026.54	$1,067.72	$1,110.39
	$11.8642	$12.3419	$12.8210	$13.3466	$13.8799
41	$24,922.80	$25,916.10	$26,948.10	$28,031.70	$29,154.00
	$2,076.90	$2,159.68	$2,245.68	$2,335.98	$2,429.50
	$958.57	$996.77	$1,036.46	$1,078.14	$1,121.23
	$11.9822	$12.4597	$12.9558	$13.4767	$14.0164
42	$25,167.90	$26,174.10	$27,219.00	$28,315.50	$29,450.70
	$2,097.33	$2,181.18	$2,268.25	$2,359.63	$2,454.23
	$967.99	$1,006.69	$1,046.89	$1,089.06	$1,132.72
	$12.1000	$12.5837	$13.0861	$13.6133	$14.1590
43	$25,425.90	$26,445.00	$27,502.80	$28,599.30	$29,747.40
	$2,118.83	$2,203.75	$2,291.90	$2,383.28	$2,478.95
	$977.92	$1,017.11	$1,057.80	$1,099.97	$1,144.13
	$12.2240	$12.7139	$13.2225	$13.7497	$14.3016
44	$25,671.00	$26,690.10	$27,760.80	$28,870.20	$30,031.20
	$2,139.25	$2,224.18	$2,313.40	$2,405.85	$2,502.60
	$987.34	$1,026.54	$1,067.72	$1,110.39	$1,155.04
	$12.3419	$12.8317	$13.3466	$13.8799	$14.4381
45	$25,916.10	$26,948.10	$28,031.70	$29,154.00	$30,315.00
	$2,159.68	$2,245.68	$2,335.98	$2,429.50	$2,526.25
	$1,045.15	$1,036.46	$1,078.15	$1,121.31	$1,165.97
	$12.4597	$12.9558	$13.4767	$14.0164	$14.5745
46	$26,174.10	$27,219.00	$28,315.50	$29,450.70	$30,624.60
	$2,181.18	$2,268.25	$2,359.63	$2,454.23	$2,552.05
	$1,006.69	$1,046.89	$1,089.06	$1,131.98	$1,177.87
	$12.5837	$13.0861	$13.6133	$14.1590	$14.7234
47	$26,445.00	$27,502.80	$28,599.30	$29,747.40	$30,934.20
	$2,203.75	$2,291.90	$2,383.28	$2,478.95	$2,577.85
	$1,017.11	$1,057.80	$1,109.65	$1,144.13	$1,189.78

	$12.7139	*$13.2225*	*$13.7497*	*$14.3016*	*$14.8722*
48	*$26,690.10*	*$27,760.80*	*$28,870.20*	*$30,031.20*	*$31,230.90*
	$2,224.18	*$2,313.40*	*$2,405.85*	*$2,502.60*	*$2,602.58*
	$1,026.54	*$1,067.72*	*$1,110.39*	*$1,155.04*	*$1,206.15*
	$12.8210	*$13.3466*	*$13.8799*	*$14.4381*	*$15.0148*
49	*$26,948.10*	*$28,031.70*	*$29,154.00*	*$30,315.00*	*$31,527.60*
	$2,245.68	*$2,335.98*	*$2,429.50*	*$2,526.25*	*$2,627.30*
	$1,036.46	*$1,078.15*	*$1,121.31*	*$1,165.97*	*$1,212.60*
	$12.9558	*$13.4767*	*$14.0164*	*$14.5745*	*$15.1575*
50	*$27,219.00*	*$28,315.50*	*$29,450.70*	*$30,624.60*	*$31,850.10*
	$2,268.25	*$2,359.63*	*$2,454.23*	*$2,552.05*	*$2,654.18*
	$1,046.89	*$1,089.06*	*$1,132.72*	*$1,177.87*	*$1,225.01*
	$13.0861	*$13.6133*	*$14.1590*	*$14.7234*	*$15.3125*
51	*$27,502.80*	*$28,599.30*	*$29,747.40*	*$30,934.20*	*$32,172.60*
	$2,291.90	*$2,383.28*	*$2,478.95*	*$2,577.85*	*$2,681.05*
	$1,057.80	*$1,099.97*	*$1,144.13*	*$1,189.78*	*$1,237.41*
	$13.2225	*$13.7497*	*$14.3016*	*$14.8722*	*$15.4676*
52	*$27,760.80*	*$28,870.20*	*$30,031.20*	*$31,230.90*	*$32,482.20*
	$2,313.40	*$2,405.85*	*$2,502.60*	*$2,602.58*	*$2,706.85*
	$1,067.72	*$1,110.39*	*$1,155.04*	*$1,206.15*	*$1,249.31*
	$13.3466	*$13.8799*	*$14.4381*	*$15.0148*	*$15.6164*
53	*$28,031.70*	*$29,154.00*	*$30,315.00*	*$31,527.60*	*$32,791.80*
	$2,335.98	*$2,429.50*	*$2,526.25*	*$2,627.30*	*$2,732.65*
	$1,078.14	*$1,121.31*	*$1,165.97*	*$1,209.38*	*$1,261.22*
	$13.4767	*$14.0164*	*$14.5745*	*$15.1575*	*$15.7653*
54	*$28,315.50*	*$29,450.70*	*$30,624.60*	*$31,850.10*	*$33,127.20*
	$2,359.63	*$2,454.23*	*$2,552.05*	*$2,654.18*	*$2,760.60*
	$1,089.06	*$1,132.72*	*$1,177.87*	*$1,225.01*	*$1,274.12*
	$13.6133	*$14.1590*	*$14.7234*	*$15.3125*	*$15.9266*
55	*$28,599.30*	*$29,747.40*	*$30,934.20*	*$32,172.60*	*$33,462.60*
	$2,383.28	*$2,478.95*	*$2,577.85*	*$2,681.05*	*$2,788.55*
	$1,099.97	*$1,144.13*	*$1,189.78*	*$1,237.41*	*$1,287.02*
	$13.7497	*$14.3016*	*$14.8722*	*$15.4676*	*$16.0878*
56	*$28,870.20*	*$30,031.20*	*$31,230.90*	*$32,482.20*	*$33,785.10*
	$2,405.85	*$2,502.60*	*$2,602.58*	*$2,706.85*	*$2,815.43*
	$1,110.39	*$1,155.04*	*$1,206.15*	*$1,249.31*	*$1,299.43*
	$13.8799	*$14.4381*	*$15.0148*	*$15.6164*	*$16.2428*
57	*$29,154.00*	*$30,315.00*	*$31,527.60*	*$32,791.80*	*$34,107.60*
	$2,429.50	*$2,526.25*	*$2,627.30*	*$2,732.65*	*$2,842.30*

57	$1,120.24	$1,165.97	$1,212.60	$1,261.22	$1,311.83
	$14.0164	$14.5745	$15.1575	$15.7653	$16.3978
58	$29,450.70	$30,624.60	$31,850.10	$33,127.20	$34,455.90
	$2,454.23	$2,552.05	$2,654.18	$2,760.60	$2,871.33
	$1,132.72	$1,177.87	$1,225.01	$1,274.12	$1,325.23
	$14.1590	$14.7234	$15.3125	$15.9266	$16.5653
59	$29,747.40	$30,934.20	$32,172.60	$33,462.60	$34,804.20
	$2,478.95	$2,577.85	$2,681.05	$2,788.55	$2,900.35
	$1,144.13	$1,189.78	$1,237.41	$1,287.02	$1,338.62
	$14.3016	$14.8722	$15.4676	$16.0878	$16.7328
60	$30,031.20	$31,230.90	$32,482.20	$33,785.10	$35,139.60
	$2,502.60	$2,602.58	$2,706.85	$2,815.43	$2,928.30
	$1,155.04	$1,206.15	$1,249.31	$1,299.43	$1,351.52
	$14.4381	$15.0148	$15.6164	$16.2428	$16.8941
61	$30,315.00	$31,527.60	$32,791.80	$34,107.60	$35,475.00
	$2,526.25	$2,627.30	$2,732.65	$2,842.30	$2,956.25
	$1,165.97	$1,212.60	$1,261.22	$1,311.83	$1,364.42
	$14.5744	$15.1575	$15.7652	$16.3978	$17.0552
62	$30,624.60	$31,850.10	$33,127.20	$34,455.90	$35,836.20
	$2,552.05	$2,654.18	$2,760.60	$2,871.33	$2,986.35
	$1,177.87	$1,225.01	$1,274.12	$1,325.23	$1,378.31
	$14.7233	$15.3125	$15.9264	$16.5653	$17.2289
63	$30,934.20	$32,172.60	$33,462.60	$34,804.20	$36,197.40
	$2,577.85	$2,681.05	$2,788.55	$2,900.35	$3,016.45
	$1,189.78	$1,237.41	$1,287.02	$1,338.62	$1,392.21
	$14.8722	$15.4676	$16.0878	$16.7327	$17.4025
64	$31,230.90	$32,482.20	$33,785.10	$35,139.60	$36,545.70
	$2,602.58	$2,706.85	$2,815.43	$2,928.30	$3,045.48
	$1,201.18	$1,249.31	$1,299.43	$1,351.52	$1,405.61
	$15.0148	$15.6164	$16.2428	$16.8939	$17.5700
65	$31,527.60	$32,791.80	$34,107.60	$35,475.00	$36,894.00
	$2,627.30	$2,732.65	$2,842.30	$2,956.25	$3,074.50
	$1,212.60	$1,261.22	$1,311.83	$1,364.42	$1,419.00
	$15.1575	$15.7652	$16.3978	$17.0552	$17.7375
66	$31,850.10	$33,127.20	$34,455.90	$35,836.20	$37,268.10
	$2,654.18	$2,760.60	$2,871.33	$2,986.35	$3,105.68
	$1,225.01	$1,274.12	$1,325.23	$1,378.31	$1,433.38
	$15.3125	$15.9264	$16.5653	$17.2289	$17.9173
	$32,172.60	$33,462.60	$34,804.20	$36,197.40	$37,642.20

67	$2,681.05	$2,788.55	$2,900.35	$3,016.45	$3,136.85
	$1,237.41	$1,287.02	$1,338.62	$1,392.21	$1,447.78
	$15.4676	$16.0878	$16.7327	$17.4025	$18.0972
68	$32,482.20	$33,785.10	$35,139.60	$36,545.70	$38,003.40
	$2,706.85	$2,815.43	$2,928.30	$3,045.48	$3,166.95
	$1,249.31	$1,299.43	$1,351.52	$1,405.61	$1,461.67
	$15.6164	$16.2428	$16.8939	$17.5700	$18.2708
69	$32,791.80	$34,107.60	$35,475.00	$36,894.00	$38,364.60
	$2,732.65	$2,842.30	$2,956.25	$3,074.50	$3,197.05
	$1,261.22	$1,311.83	$1,364.42	$1,419.00	$1,475.57
	$15.7652	$16.3978	$17.0552	$17.7375	$18.4444
70	$33,127.20	$34,455.90	$35,836.20	$37,268.10	$38,751.60
	$2,760.60	$2,871.33	$2,986.35	$3,105.68	$3,229.30
	$1,274.12	$1,325.23	$1,378.31	$1,433.38	$1,490.44
	$15.9264	$16.5653	$17.2289	$17.9173	$18.6305
71	$33,462.60	$34,804.20	$36,197.40	$37,642.20	$39,151.50
	$2,788.55	$2,900.35	$3,016.45	$3,136.85	$3,262.63
	$1,287.02	$1,338.62	$1,392.21	$1,447.78	$1,505.83
	$16.0878	$16.7327	$17.4025	$18.0972	$18.8228
72	$33,785.10	$35,139.60	$36,545.70	$38,003.40	$39,525.60
	$2,815.43	$2,928.30	$3,045.48	$3,166.95	$3,293.80
	$1,299.43	$1,351.52	$1,405.61	$1,461.67	$1,520.21
	$16.2428	$16.8939	$17.5700	$18.2708	$19.0027
73	$34,107.60	$35,475.00	$36,894.00	$38,364.60	$39,899.70
	$2,842.30	$2,956.25	$3,074.50	$3,197.05	$3,324.98
	$1,311.83	$1,364.42	$1,419.00	$1,475.57	$1,534.61
	$16.3978	$17.0552	$17.7375	$18.4444	$19.1825
74	$34,455.90	$35,836.20	$37,268.10	$38,751.60	$40,299.60
	$2,871.33	$2,986.35	$3,105.68	$3,229.30	$3,358.30
	$1,325.23	$1,378.31	$1,433.38	$1,490.44	$1,549.99
	$16.5653	$17.2289	$17.9173	$18.6305	$19.3752
75	$34,804.20	$36,197.40	$37,642.20	$39,151.50	$40,712.40
	$2,900.35	$3,016.45	$3,136.85	$3,262.63	$3,392.70
	$1,338.62	$1,392.21	$1,447.78	$1,505.83	$1,565.87
	$16.7327	$17.4025	$18.0972	$18.8228	$19.5732
76	$35,139.60	$36,545.70	$38,003.40	$39,525.60	$41,099.40
	$2,928.30	$3,045.48	$3,166.95	$3,293.80	$3,424.95
	$1,351.52	$1,405.61	$1,461.67	$1,520.21	$1,580.25
	$16.8939	$17.5700	$18.2708	$19.0027	$19.7593

77	$35,475.00	$36,894.00	$38,364.60	$39,899.70	$41,499.30
	$2,956.25	$3,074.50	$3,197.05	$3,324.98	$3,458.28
	$1,364.42	$1,419.00	$1,475.57	$1,534.61	$1,596.13
	$17.0552	$17.7375	$18.4444	$19.1825	$19.9516
78	$35,836.20	$37,268.10	$38,751.60	$40,299.60	$41,912.10
	$2,986.35	$3,105.68	$3,229.30	$3,358.30	$3,492.68
	$1,378.31	$1,433.38	$1,490.44	$1,549.99	$1,612.01
	$17.2289	$17.9173	$18.6305	$19.3752	$20.1500
79	$36,197.40	$37,642.20	$39,151.50	$40,712.40	$42,337.80
	$3,016.45	$3,136.85	$3,262.63	$3,392.70	$3,528.15
	$1,392.21	$1,447.78	$1,505.83	$1,565.87	$1,628.38
	$17.4025	$18.0972	$18.8225	$19.5732	$20.3547
80	$36,545.70	$38,003.40	$39,525.60	$41,099.40	$42,750.60
	$3,045.48	$3,166.95	$3,293.80	$3,424.95	$3,562.55
	$1,405.61	$1,461.67	$1,520.21	$1,580.74	$1,644.26
	$17.5700	$18.2708	$18.9382	$19.7593	$20.5531
81	$36,894.00	$38,364.60	$39,899.70	$41,499.30	$43,163.40
	$3,074.50	$3,197.05	$3,324.98	$3,458.28	$3,596.95
	$1,419.00	$1,475.57	$1,534.61	$1,596.13	$1,660.13
	$17.7375	$18.4444	$19.1825	$19.9516	$20.7516
82	$37,268.10	$38,751.60	$40,299.60	$41,912.10	$43,589.10
	$3,105.68	$3,229.30	$3,358.30	$3,492.68	$3,632.43
	$1,433.38	$1,490.44	$1,549.99	$1,612.01	$1,676.51
	$17.9173	$18.6305	$19.3752	$20.1500	$20.9563
83	$37,642.20	$39,151.50	$40,712.40	$42,337.80	$44,027.70
	$3,136.85	$3,262.63	$3,392.70	$3,528.15	$3,668.98
	$1,447.78	$1,505.83	$1,565.87	$1,628.38	$1,693.37
	$18.0972	$18.8228	$19.5732	$20.3547	$21.1671
84	$38,003.40	$39,525.60	$41,099.40	$42,750.60	$44,453.40
	$3,166.95	$3,293.80	$3,424.95	$3,562.55	$3,704.45
	$1,461.67	$1,520.21	$1,580.74	$1,644.26	$1,709.74
	$18.2708	$19.0027	$19.7593	$20.5531	$21.3718
85	$38,364.60	$39,899.70	$41,499.30	$43,163.40	$44,892.00
	$3,197.05	$3,324.98	$3,458.28	$3,596.95	$3,741.00
	$1,475.57	$1,534.61	$1,596.13	$1,660.13	$1,726.61
	$18.4444	$19.1825	$19.9516	$20.7516	$21.5827
86	$38,751.60	$40,299.60	$41,912.10	$43,589.10	$45,343.50
	$3,229.30	$3,358.30	$3,492.68	$3,632.43	$3,778.63
	$1,490.44	$1,549.99	$1,612.01	$1,676.51	$1,743.98

	$18.6305	*$19.3752*	*$20.1500*	*$20.9563*	*$21.7997*
87	*$39,151.50*	*$40,712.40*	*$42,337.80*	*$44,027.70*	*$45,795.00*
	$3,262.63	*$3,392.70*	*$3,528.15*	*$3,668.98*	*$3,816.25*
	$1,505.83	*$1,565.87*	*$1,628.38*	*$1,693.37*	*$1,761.34*
	$18.8228	*$19.3797*	*$20.3547*	*$21.1671*	*$22.0168*
88	*$39,525.60*	*$41,099.40*	*$42,750.60*	*$44,453.40*	*$46,233.60*
	$3,293.80	*$3,424.95*	*$3,562.55*	*$3,704.45*	*$3,852.80*
	$1,520.21	*$1,580.74*	*$1,644.26*	*$1,709.74*	*$1,778.21*
	$19.0027	*$19.7593*	*$20.5531*	*$21.3718*	*$22.2277*
89	*$39,899.70*	*$41,499.30*	*$43,163.40*	*$44,892.00*	*$46,685.10*
	$3,324.98	*$3,458.28*	*$3,596.95*	*$3,741.00*	*$3,890.43*
	$1,534.61	*$1,596.13*	*$1,660.13*	*$1,726.61*	*$1,795.58*
	$19.1825	*$19.9516*	*$20.7516*	*$21.5827*	*$22.4447*
90	*$40,299.60*	*$41,912.10*	*$43,589.10*	*$45,343.50*	*$47,149.50*
	$3,358.30	*$3,492.68*	*$3,632.43*	*$3,778.63*	*$3,929.13*
	$1,549.99	*$1,612.01*	*$1,676.51*	*$1,743.98*	*$1,813.44*
	$19.3752	*$20.1500*	*$20.9563*	*$21.7997*	*$22.6680*
91	*$40,712.40*	*$42,337.80*	*$44,027.70*	*$45,795.00*	*$47,626.80*
	$3,392.70	*$3,528.15*	*$3,668.98*	*$3,816.25*	*$3,968.90*
	$1,565.87	*$1,628.38*	*$1,693.37*	*$1,761.34*	*$1,831.80*
	$19.5732	*$20.3547*	*$21.1671*	*$22.0168*	*$22.8975*
92	*$41,099.40*	*$42,750.60*	*$44,453.40*	*$46,233.60*	*$48,091.20*
	$3,424.95	*$3,562.55*	*$3,704.45*	*$3,852.80*	*$4,007.60*
	$1,580.74	*$1,644.26*	*$1,709.74*	*$1,778.21*	*$1,849.67*
	$19.7593	*$20.5531*	*$21.3718*	*$22.2277*	*$23.1207*
93	*$41,499.30*	*$43,163.40*	*$44,892.00*	*$46,685.10*	*$48,555.60*
	$3,458.28	*$3,596.95*	*$3,741.00*	*$3,890.43*	*$4,046.30*
	$1,596.13	*$1,660.13*	*$1,726.61*	*$1,795.58*	*$1,867.52*
	$19.9516	*$20.7516*	*$21.5827*	*$22.4447*	*$23.3439*
94	*$41,912.10*	*$43,589.10*	*$45,343.50*	*$47,149.50*	*$49,045.80*
	$3,492.68	*$3,632.43*	*$3,778.63*	*$3,929.13*	*$4,087.15*
	$1,612.01	*$1,676.51*	*$1,743.98*	*$1,813.44*	*$1,886.38*
	$20.1500	*$20.9563*	*$21.7997*	*$22.6680*	*$23.5797*
95	*$42,337.80*	*$44,027.70*	*$45,795.00*	*$47,626.80*	*$49,536.00*
	$3,528.15	*$3,668.98*	*$3,816.25*	*$3,968.90*	*$4,128.00*
	$1,628.38	*$1,693.37*	*$1,761.34*	*$1,831.80*	*$1,905.23*
	$20.3547	*$21.1671*	*$22.0168*	*$22.8975*	*$23.8153*
96	*$42,750.60*	*$44,453.40*	*$46,233.60*	*$48,091.20*	*$50,013.30*
	$3,562.55	*$3,704.45*	*$3,852.80*	*$4,007.60*	*$4,167.78*

96	$1,644.26	$1,709.74	$1,778.21	$1,849.67	$1,923.58
	$20.5531	$21.3718	$22.2277	$23.1207	$24.0448
97	$43,163.40	$44,892.00	$46,685.10	$48,555.60	$50,503.50
	$3,596.95	$3,741.00	$3,890.43	$4,046.30	$4,208.63
	$1,660.13	$1,726.61	$1,795.58	$1,867.52	$1,942.44
	$20.7516	$21.5827	$22.4447	$23.3439	$24.2805
98	$43,589.10	$45,343.50	$47,149.50	$49,045.80	$51,006.60
	$3,632.43	$3,778.63	$3,929.13	$4,087.15	$4,250.55
	$1,676.51	$1,743.98	$1,813.44	$1,886.38	$1,961.79
	$20.9563	$21.7997	$22.6680	$23.5797	$24.5224
99	$44,027.70	$45,795.00	$47,626.80	$49,536.00	$51,522.60
	$3,668.98	$3,816.25	$3,968.90	$4,128.00	$4,293.55
	$1,693.37	$1,761.34	$1,831.80	$1,905.23	$1,981.63
	$21.1671	$22.0168	$22.8975	$23.8153	$24.7705
100	$44,453.40	$46,233.60	$48,091.20	$50,013.30	$52,025.70
	$3,704.45	$3,852.80	$4,007.60	$4,167.78	$4,335.48
	$1,709.74	$1,778.21	$1,849.67	$1,923.58	$2,000.98
	$21.3718	$22.2277	$23.1207	$24.0448	$25.0123
101	$44,892.00	$46,685.10	$48,555.60	$50,503.50	$52,528.80
	$3,741.00	$3,890.43	$4,046.30	$4,208.63	$4,377.40
	$1,726.61	$1,795.58	$1,867.52	$1,942.44	$2,020.33
	$21.5827	$22.4447	$23.3439	$24.2805	$25.2542
102	$45,343.50	$47,149.50	$49,045.80	$51,006.60	$53,057.70
	$3,778.63	$3,929.13	$4,087.15	$4,250.55	$4,421.48
	$1,743.98	$1,813.44	$1,886.38	$1,961.79	$2,040.68
	$21.7997	$22.6680	$23.5797	$24.5224	$25.5085
103	$45,795.00	$47,626.80	$49,536.00	$51,522.60	$53,586.60
	$3,816.25	$3,968.90	$4,128.00	$4,293.55	$4,465.55
	$1,761.34	$1,831.80	$1,905.23	$1,981.63	$2,061.02
	$22.0168	$22.8975	$23.8153	$24.7705	$25.7627
104	$46,233.60	$48,091.20	$50,013.30	$52,025.70	$54,102.60
	$3,852.80	$4,007.60	$4,167.78	$4,335.48	$4,508.55
	$1,778.21	$1,849.67	$1,923.58	$2,000.98	$2,080.87
	$22.2277	$23.1207	$24.0448	$25.0123	$26.0108
105	$46,685.10	$48,555.60	$50,503.50	$52,528.80	$54,631.50
	$3,890.43	$4,046.30	$4,208.63	$4,377.40	$4,552.63
	$1,795.58	$1,867.52	$1,942.44	$2,020.33	$2,101.22
	$22.4447	$23.3439	$24.2805	$25.2542	$26.2650
	$47,149.50	$49,045.80	$51,006.60	$53,057.70	$55,173.30

106	$3,929.13	$4,087.15	$4,250.55	$4,421.48	$4,597.78
	$1,813.44	$1,886.38	$1,961.79	$2,040.68	$2,122.05
	$22.6680	$23.5797	$24.5224	$25.5085	$26.5256
107	$47,626.80	$49,536.00	$51,522.60	$53,586.60	$55,728.00
	$3,968.90	$4,128.00	$4,293.55	$4,465.55	$4,644.00
	$1,831.80	$1,905.23	$1,981.63	$2,061.02	$2,143.39
	$22.8975	$23.8153	$24.7705	$25.7627	$26.7922
108	$48,091.20	$50,013.30	$52,025.70	$54,102.60	$56,282.70
	$4,007.60	$4,167.78	$4,335.48	$4,508.55	$4,690.23
	$1,849.67	$1,923.58	$2,000.98	$2,080.87	$2,164.73
	$23.1207	$24.0771	$25.0123	$26.0108	$27.0589
109	$48,555.60	$50,503.50	$52,528.80	$54,631.50	$56,850.30
	$4,046.30	$4,208.63	$4,377.40	$4,552.63	$4,737.53
	$1,867.52	$1,942.44	$2,020.33	$2,101.22	$2,186.38
	$23.3439	$24.2805	$25.2542	$26.2650	$27.3319
110	$49,045.80	$51,006.60	$53,057.70	$55,173.30	$57,417.90
	$4,087.15	$4,250.55	$4,421.48	$4,597.78	$4,784.83
	$1,886.38	$1,961.79	$2,040.68	$2,122.05	$2,208.38
	$23.5797	$24.5224	$25.5085	$26.5265	$27.6047
111	$49,536.00	$51,522.60	$53,586.60	$55,728.00	$57,985.50
	$4,128.00	$4,293.55	$4,465.55	$4,644.00	$4,832.13
	$1,905.23	$1,981.63	$2,061.02	$2,143.39	$2,230.22
	$23.8153	$24.7705	$25.7627	$26.7922	$27.8775
112	$50,013.30	$52,025.70	$54,102.60	$56,282.70	$58,566.00
	$4,167.78	$4,335.48	$4,508.55	$4,690.23	$4,880.50
	$1,923.58	$2,000.98	$2,080.87	$2,164.72	$2,252.53
	$24.0448	$25.0123	$26.0108	$27.0589	$28.1567
113	$50,503.50	$52,528.80	$54,631.50	$56,850.30	$59,159.40
	$4,208.63	$4,377.40	$4,552.63	$4,737.53	$4,929.95
	$1,942.44	$2,020.33	$2,101.22	$2,186.38	$2,275.37
	$24.2805	$25.2542	$26.2650	$27.3319	$28.4419
114	$51,006.60	$53,057.70	$55,173.30	$57,417.90	$59,752.80
	$4,250.55	$4,421.48	$4,597.78	$4,784.83	$4,979.40
	$1,961.79	$2,040.68	$2,122.05	$2,208.38	$2,298.19
	$24.5224	$25.5085	$26.5265	$27.6047	$28.7272
115	$51,522.60	$53,586.60	$55,728.00	$57,985.50	$60,346.20
	$4,293.55	$4,465.55	$4,644.00	$4,832.13	$5,028.85
	$1,981.63	$2,061.02	$2,143.39	$2,230.22	$2,321.01
	$24.7705	$25.7627	$26.7922	$27.8775	$29.0125

116	$52,025.70	$54,102.60	$56,282.70	$58,566.00	$60,952.50
	$4,335.48	$4,508.55	$4,690.23	$4,880.50	$5,079.38
	$2,000.98	$2,080.87	$2,164.72	$2,252.53	$2,236.83
	$25.0123	$26.0108	$27.0589	$28.1567	$29.3041
117	$52,528.80	$54,631.50	$56,850.30	$59,159.40	$61,558.80
	$4,377.40	$4,552.63	$4,737.53	$4,929.95	$5,129.90
	$2,020.33	$2,101.22	$2,186.38	$2,275.37	$2,367.64
	$25.2542	$26.2650	$27.3319	$28.4419	$29.5955
118	$53,057.70	$55,173.30	$57,417.90	$59,752.80	$62,178.00
	$4,421.48	$4,597.78	$4,784.83	$4,979.40	$5,181.50
	$2,040.68	$2,122.05	$2,208.38	$2,298.19	$2,391.47
	$25.5085	$26.5265	$27.6047	$28.7272	$29.8932
119	$53,586.60	$55,728.00	$57,985.50	$60,346.20	$62,797.20
	$4,465.55	$4,644.00	$4,832.13	$5,028.85	$5,233.10
	$2,061.02	$2,143.39	$2,230.22	$2,321.01	$2,415.28
	$25.7627	$26.7922	$27.8775	$29.0125	$30.1909
120	$54,102.60	$56,282.70	$58,566.00	$60,952.50	$63,429.30
	$4,508.55	$4,690.23	$4,880.50	$5,079.38	$5,285.78
	$2,080.87	$2,164.72	$2,252.53	$2,344.33	$2,439.58
	$26.0108	$27.0589	$28.1567	$29.3041	$30.4948
121	$54,644.40	$56,850.30	$59,159.40	$61,558.80	$64,061.40
	$4,553.70	$4,737.53	$4,929.95	$5,129.90	$5,338.45
	$2,101.22	$2,186.55	$2,275.37	$2,367.64	$2,463.90
	$26.2650	$27.3319	$28.4420	$29.5956	$30.7988
122	$55,173.30	$57,417.90	$59,752.80	$62,178.00	$64,706.40
	$4,597.78	$4,784.83	$4,979.40	$5,181.50	$5,392.20
	$2,122.05	$2,208.38	$2,298.19	$2,391.47	$2,488.71
	$26.5256	$27.6047	$28.7273	$29.8933	$31.1089
123	$55,728.00	$57,985.50	$60,346.20	$62,797.20	$65,351.40
	$4,644.00	$4,832.13	$5,028.85	$5,233.10	$5,445.95
	$2,143.39	$2,230.22	$2,321.01	$2,415.28	$2,513.51
	$26.7922	$27.8777	$29.0125	$30.1909	$31.4189
124	$56,282.70	$58,566.00	$60,952.50	$63,429.30	$66,009.30
	$4,690.23	$4,880.50	$5,079.38	$5,285.78	$5,500.78
	$2,164.73	$2,252.53	$2,344.33	$2,439.58	$2,538.82
	$27.0589	$28.1567	$29.3041	$30.4948	$31.7353
125	$56,850.30	$59,159.40	$61,558.80	$64,061.40	$66,667.20
	$4,737.53	$4,929.95	$5,129.90	$5,338.45	$5,555.60
	$2,186.55	$2,275.37	$2,367.64	$2,463.90	$2,564.12

	$27.3319	$28.4420	$29.5956	$30.7988	$32.0516
126	$57,417.90	$59,752.80	$62,178.00	$64,706.40	$67,338.00
	$4,784.83	$4,979.40	$5,181.50	$5,392.20	$5,611.50
	$2,208.38	$2,298.19	$2,391.47	$2,488.71	$2,589.92
	$27.6047	$28.7273	$29.8933	$31.1089	$32.3741
127	$57,985.50	$60,346.20	$62,797.20	$65,351.40	$68,008.80
	$4,832.13	$5,028.85	$5,233.10	$5,445.95	$5,667.40
	$2,230.22	$2,321.01	$2,415.28	$2,513.51	$2,615.72
	$27.8777	$29.0125	$30.1909	$31.4189	$32.6966
128	$58,566.00	$60,952.50	$63,429.30	$66,009.30	$68,692.50
	$4,880.50	$5,079.38	$5,285.78	$5,500.78	$5,724.38
	$2,252.53	$2,344.33	$2,439.58	$2,538.82	$2,642.02
	$28.1567	$29.3041	$30.4948	$31.7353	$33.0253
129	$59,159.40	$61,558.80	$64,061.40	$66,667.20	$69,376.20
	$4,929.95	$5,129.90	$5,338.45	$5,555.60	$5,781.35
	$2,275.37	$2,367.64	$2,463.90	$2,564.12	$2,668.31
	$28.4420	$29.5956	$30.7988	$32.0516	$33.3539
130	$59,752.80	$62,178.00	$64,706.40	$67,338.00	$70,072.80
	$4,979.40	$5,181.50	$5,392.20	$5,611.50	$5,839.40
	$2,298.19	$2,391.47	$2,488.71	$2,589.92	$2,695.11
	$28.7273	$29.8933	$31.1089	$32.3741	$33.6889
131	$60,346.20	$62,797.20	$65,351.40	$68,008.80	$70,769.40
	$5,028.85	$5,233.10	$5,445.95	$5,667.40	$5,897.45
	$2,321.01	$2,415.28	$2,513.51	$2,615.72	$2,721.90
	$29.0125	$30.1909	$31.4189	$32.6966	$34.0238
132	$60,952.50	$63,429.30	$66,009.30	$68,692.50	$71,478.90
	$5,079.38	$5,285.78	$5,500.78	$5,724.38	$5,956.58
	$2,344.33	$2,439.58	$2,538.82	$2,642.02	$2,749.18
	$29.3041	$30.4948	$31.7353	$33.0253	$34.3648
133	$61,558.80	$64,061.40	$66,667.20	$69,376.20	$72,188.40
	$5,129.90	$5,338.45	$5,555.60	$5,781.35	$6,015.70
	$2,367.64	$2,463.90	$2,564.12	$2,668.31	$2,776.48
	$29.5956	$30.7988	$32.0516	$33.3539	$34.7059
134	$62,178.00	$64,706.40	$67,338.00	$70,072.80	$72,910.80
	$5,181.50	$5,392.20	$5,611.50	$5,839.40	$6,075.90
	$2,391.47	$2,488.71	$2,589.92	$2,695.11	$2,804.27
	$29.8933	$31.1089	$32.3741	$33.6889	$35.0533
135	$62,797.20	$65,351.40	$68,008.80	$70,769.40	$73,646.10
	$5,233.10	$5,445.95	$5,667.40	$5,897.45	$6,137.18

135	$2,630.28	$2,513.51	$2,615.72	$2,721.90	$2,832.54
	$30.1909	$31.4189	$32.6966	$34.0238	$35.4067
136	$63,429.30	$66,009.30	$68,692.50	$71,478.90	$74,381.40
	$5,285.78	$5,500.78	$5,724.38	$5,956.58	$6,198.45
	$2,439.58	$2,538.82	$2,642.02	$2,749.18	$2,860.82
	$30.4948	$31.7353	$33.0253	$34.3648	$35.7603
137	$64,061.40	$66,667.20	$69,376.20	$72,188.40	$75,129.60
	$5,338.45	$5,555.60	$5,781.35	$6,015.70	$6,260.80
	$2,463.90	$2,564.12	$2,668.31	$2,776.48	$2,889.60
	$30.7988	$32.0516	$33.3539	$34.7059	$36.1200
138	$64,706.40	$67,338.00	$70,072.80	$72,910.80	$75,877.80
	$5,392.20	$5,611.50	$5,839.40	$6,075.90	$6,323.15
	$2,488.71	$2,589.92	$2,695.11	$2,804.27	$2,918.38
	$31.1089	$32.3741	$33.6889	$35.0533	$36.4797
139	$65,351.40	$68,008.80	$70,769.40	$73,646.10	$76,638.90
	$5,445.95	$5,667.40	$5,897.45	$6,137.18	$6,386.58
	$2,513.51	$2,615.72	$2,721.90	$2,832.54	$2,947.65
	$31.4189	$32.6966	$34.0238	$35.4067	$36.8456
140	$66,009.30	$68,692.50	$71,478.90	$74,381.40	$77,400.00
	$5,500.78	$5,724.38	$5,956.58	$6,198.45	$6,450.00
	$2,538.82	$2,642.02	$2,749.18	$2,860.82	$2,976.92
	$31.7353	$33.0253	$34.3648	$35.7603	$37.2116
141	$66,667.20	$69,376.20	$72,188.40	$75,129.60	$78,174.00
	$5,555.60	$5,781.35	$6,015.70	$6,260.80	$6,514.50
	$2,564.12	$2,668.31	$2,776.48	$2,889.60	$3,006.69
	$32.0516	$33.3539	$34.7059	$36.1200	$37.5836
142	$67,338.00	$70,072.80	$72,910.80	$75,877.80	$78,960.90
	$5,611.50	$5,839.40	$6,075.90	$6,323.15	$6,580.08
	$2,589.92	$2,695.11	$2,804.27	$2,918.38	$3,036.96
	$32.3741	$33.6889	$35.0533	$36.4797	$37.9620
143	$68,008.80	$70,769.40	$73,646.10	$76,638.90	$79,747.80
	$5,667.40	$5,897.45	$6,137.18	$6,386.58	$6,645.65
	$2,615.72	$2,721.90	$2,832.54	$2,947.65	$3,067.22
	$32.6966	$34.0238	$35.4067	$36.8456	$38.3403
144	$68,692.50	$71,478.90	$74,381.40	$77,400.00	$80,547.60
	$5,724.38	$5,956.58	$6,198.45	$6,450.00	$6,712.30
	$2,642.02	$2,749.18	$2,860.82	$2,976.92	$3,097.99
	$33.0253	$34.3648	$35.7603	$37.2116	$38.7248
	$69,376.20	$72,188.40	$75,129.60	$78,174.00	$81,347.40

145	$5,781.35	$6,015.70	$6,260.80	$6,514.50	$6,778.95
	$2,668.31	$2,776.48	$2,889.60	$3,006.69	$3,128.74
	$33.3539	$34.7059	$36.1200	$37.5836	$39.1094
146	$70,072.80	$72,910.80	$75,877.80	$78,960.90	$82,160.10
	$5,839.40	$6,075.90	$6,323.15	$6,580.08	$6,846.68
	$2,695.11	$2,804.27	$2,918.38	$3,036.96	$3,160.01
	$33.6889	$35.0533	$36.4797	$37.9620	$39.5000
147	$70,769.40	$73,646.10	$76,638.90	$79,747.80	$82,985.70
	$5,897.45	$6,137.18	$6,386.58	$6,645.65	$6,915.48
	$2,721.90	$2,832.54	$2,947.65	$3,067.22	$3,191.76
	$34.0238	$35.4067	$36.8456	$38.3403	$39.8970
148	$71,478.90	$74,381.40	$77,400.00	$80,547.60	$83,811.30
	$5,956.58	$6,198.45	$6,450.00	$6,712.30	$6,984.28
	$2,749.18	$2,860.82	$2,976.92	$3,097.99	$3,223.52
	$34.3648	$35.7603	$37.2116	$38.7248	$40.2939
149	$72,188.40	$75,129.60	$78,174.00	$81,347.40	$84,649.80
	$6,015.70	$6,260.80	$6,514.50	$6,778.95	$7,054.15
	$2,776.48	$2,889.60	$3,006.69	$3,128.74	$3,255.77
	$34.7059	$36.1200	$37.5836	$39.1094	$40.6970
150	$72,910.80	$75,877.80	$78,960.90	$82,160.10	$85,501.20
	$6,075.90	$6,323.15	$6,580.08	$6,846.68	$7,125.10
	$2,804.27	$2,918.38	$3,036.96	$3,160.01	$3,288.51
	$35.0533	$36.4797	$37.9620	$39.5000	$41.1064
151	$73,646.10	$76,638.90	$79,747.80	$82,985.70	$86,352.60
	$6,137.18	$6,386.58	$6,645.65	$6,915.48	$7,196.05
	$2,832.54	$2,947.65	$3,067.22	$3,191.76	$3,321.26
	$35.4067	$36.8456	$38.3403	$39.8970	$41.5156
152	$74,381.40	$77,400.00	$80,547.60	$83,811.30	$87,216.90
	$6,198.45	$6,450.00	$6,712.30	$6,984.28	$7,268.08
	$2,860.82	$2,976.92	$3,097.99	$3,223.52	$3,354.49
	$35.7603	$37.2116	$38.7248	$40.2939	$41.9312
153	$75,129.60	$78,174.00	$81,347.40	$84,649.80	$88,094.10
	$6,260.80	$6,514.50	$6,778.95	$7,054.15	$7,341.18
	$2,889.60	$3,006.69	$3,128.74	$3,255.77	$3,388.24
	$36.1200	$37.5836	$39.1094	$40.6970	$42.3530
154	$75,877.80	$78,960.90	$82,160.10	$85,501.20	$88,971.30
	$6,323.15	$6,580.08	$6,846.68	$7,125.10	$7,414.28
	$2,918.38	$3,036.96	$3,160.01	$3,288.51	$3,421.97
	$36.4797	$37.9620	$39.5000	$41.1064	$42.7747

155	$76,638.90	$79,747.80	$82,985.70	$86,352.60	$89,861.40
	$6,386.58	$6,645.65	$6,915.48	$7,196.05	$7,488.45
	$2,947.65	$3,067.22	$3,191.76	$3,321.26	$3,456.21
	$36.8456	$38.3403	$39.8970	$41.5156	$43.2026
156	$77,400.00	$80,547.60	$83,811.30	$87,216.90	$90,751.50
	$6,450.00	$6,712.30	$6,984.28	$7,268.08	$7,562.63
	$2,976.92	$3,097.99	$3,223.52	$3,354.49	$3,490.44
	$37.2116	$38.7248	$40.2939	$41.9312	$43.6305
157	$78,174.00	$81,347.40	$84,649.80	$88,094.10	$91,654.50
	$6,514.50	$6,778.95	$7,054.15	$7,341.18	$7,637.88
	$3,006.69	$3,128.74	$3,255.77	$3,388.24	$3,525.17
	$37.5836	$39.1094	$40.6970	$42.3530	$44.0647
158	$78,960.90	$82,160.10	$85,501.20	$88,971.30	$92,570.40
	$6,580.08	$6,846.68	$7,125.10	$7,414.28	$7,714.20
	$3,036.96	$3,160.01	$3,288.51	$3,421.97	$3,560.40
	$37.9620	$39.5000	$41.1064	$42.7747	$44.5050
159	$79,747.80	$82,985.70	$86,352.60	$89,861.40	$93,499.20
	$6,645.65	$6,915.48	$7,196.05	$7,488.45	$7,791.60
	$3,067.22	$3,191.76	$3,321.26	$3,456.21	$3,596.12
	$38.3403	$39.8970	$41.5156	$43.2026	$44.9516
160	$80,547.60	$83,811.30	$87,216.90	$90,751.50	$94,428.00
	$6,712.30	$6,984.28	$7,268.08	$7,562.63	$7,869.00
	$3,097.99	$3,223.52	$3,354.49	$3,490.44	$3,627.54
	$38.7248	$40.2939	$41.9312	$43.6305	$45.3981
161	$81,347.40	$84,649.80	$88,094.10	$91,654.50	$95,369.70
	$6,778.95	$7,054.15	$7,341.18	$7,637.88	$7,947.48
	$3,128.74	$3,255.77	$3,388.24	$3,525.17	$3,668.06
	$39.1094	$40.6970	$42.3530	$44.0647	$45.8508
162	$82,160.10	$85,501.20	$88,971.30	$92,570.40	$96,324.30
	$6,846.68	$7,125.10	$7,414.28	$7,714.20	$8,027.03
	$3,160.01	$3,288.51	$3,421.97	$3,560.40	$3,704.78
	$39.5000	$41.1064	$42.7747	$44.5050	$46.3097
163	$82,985.70	$86,352.60	$89,861.40	$93,499.20	$97,291.80
	$6,915.48	$7,196.05	$7,488.45	$7,791.60	$8,107.65
	$3,191.76	$3,321.26	$3,456.21	$3,596.12	$3,741.99
	$39.8970	$41.5156	$43.2026	$44.9516	$46.7749
164	$83,811.30	$87,216.90	$90,751.50	$94,428.00	$98,259.30
	$6,984.28	$7,268.08	$7,562.63	$7,869.00	$8,188.28
	$3,223.52	$3,354.49	$3,490.44	$3,627.54	$3,779.21

	$40.2939	*$41.9312*	*$43.6305*	*$45.3981*	*$47.2400*
165	*$84,649.80*	*$88,094.10*	*$91,654.50*	*$95,369.70*	*$99,239.70*
	$7,054.15	*$7,341.18*	*$7,637.88*	*$7,947.48*	*$8,269.98*
	$3,255.77	*$3,388.24*	*$3,525.17*	*$3,668.06*	*$3,816.92*
	$40.6970	*$42.3530*	*$44.0647*	*$45.8508*	*$47.7114*
166	*$85,501.20*	*$88,971.30*	*$92,570.40*	*$96,324.30*	*$100,233.00*
	$7,125.10	*$7,414.28*	*$7,714.20*	*$8,027.03*	*$8,352.75*
	$3,288.51	*$3,421.97*	*$3,560.40*	*$3,704.78*	*$3,855.11*
	$41.1064	*$42.7747*	*$44.5050*	*$46.3097*	*$48.1889*
167	*$86,352.60*	*$89,861.40*	*$93,499.20*	*$97,291.80*	*$101,239.20*
	$7,196.05	*$7,488.45*	*$7,791.60*	*$8,107.65*	*$8,436.60*
	$3,321.26	*$3,456.21*	*$3,596.12*	*$3,741.99*	*$3,893.81*
	$41.5156	*$43.2026*	*$44.9516*	*$46.7749*	*$48.6727*
168	*$87,216.90*	*$90,751.50*	*$94,428.00*	*$98,259.30*	*$102,245.40*
	$7,268.08	*$7,562.63*	*$7,869.00*	*$8,188.28*	*$8,520.45*
	$3,354.49	*$3,490.44*	*$3,627.54*	*$3,779.21*	*$3,932.51*
	$41.9312	*$43.6305*	*$45.3981*	*$47.2400*	*$49.1564*
169	*$88,094.10*	*$91,654.50*	*$95,369.70*	*$99,239.70*	*$103,264.50*
	$7,341.18	*$7,637.88*	*$7,947.48*	*$8,269.98*	*$8,605.38*
	$3,388.24	*$3,525.17*	*$3,668.06*	*$3,816.92*	*$3,971.72*
	$42.3530	*$44.0647*	*$45.8508*	*$47.7114*	*$49.6464*
170	*$88,971.30*	*$92,570.40*	*$96,324.30*	*$100,233.00*	*$104,296.50*
	$7,414.28	*$7,714.20*	*$8,027.03*	*$8,352.75*	*$8,691.38*
	$3,421.97	*$3,564.70*	*$3,704.78*	*$3,855.11*	*$4,011.41*
	$42.7747	*$44.5050*	*$46.3097*	*$48.1889*	*$50.1425*
171	*$89,861.40*	*$93,499.20*	*$97,291.80*	*$101,239.20*	*$105,341.40*
	$7,488.45	*$7,791.60*	*$8,107.65*	*$8,436.60*	*$8,778.45*
	$3,456.21	*$3,596.12*	*$3,741.99*	*$3,893.81*	*$4,051.59*
	$43.2026	*$44.9516*	*$46.7749*	*$48.6630*	*$50.6449*
172	*$90,751.50*	*$94,428.00*	*$98,259.30*	*$102,245.40*	*$106,399.20*
	$7,562.63	*$7,869.00*	*$8,188.28*	*$8,520.45*	*$8,866.60*
	$3,490.44	*$3,627.54*	*$3,779.21*	*$3,932.51*	*$4,092.28*
	$43.6305	*$45.3981*	*$47.2400*	*$49.1564*	*$51.1534*
173	*$91,654.50*	*$95,369.70*	*$99,239.70*	*$103,264.50*	*$107,457.00*
	$7,637.88	*$7,947.48*	*$8,269.98*	*$8,605.38*	*$8,954.75*
	$3,525.17	*$3,668.06*	*$3,816.92*	*$3,971.72*	*$4,132.97*
	$44.0647	*$45.8508*	*$47.7114*	*$49.6464*	*$51.6620*
174	*$92,570.40*	*$96,324.30*	*$100,233.00*	*$104,296.50*	*$108,527.70*
	$7,714.20	*$8,027.03*	*$8,352.75*	*$8,691.38*	*$9,043.98*

174	$3,560.40	$3,704.78	$3,855.11	$4,011.41	$4,174.14
	$44.5050	$46.3097	$48.1889	$50.1425	$52.1767
175	$93,499.20	$97,291.80	$101,239.20	$105,341.40	$109,611.30
	$7,791.60	$8,107.65	$8,436.60	$8,778.45	$9,134.28
	$3,596.12	$3,741.99	$3,893.81	$4,051.59	$4,215.82
	$44.9516	$46.7749	$48.6727	$50.6449	$52.6978
176	$94,428.00	$98,259.30	$102,245.40	$106,399.20	$110,707.80
	$7,869.00	$8,188.28	$8,520.45	$8,866.60	$9,225.65
	$3,627.54	$3,779.21	$3,932.51	$4,092.28	$4,257.99
	$45.3981	$47.2400	$49.1564	$51.1534	$53.2249
177	$95,369.70	$99,239.70	$103,264.50	$107,457.00	$111,817.20
	$7,947.48	$8,269.98	$8,605.38	$8,954.75	$9,318.10
	$3,668.06	$3,816.92	$3,971.72	$4,132.97	$4,300.67
	$45.8508	$47.7114	$49.6464	$51.6620	$53.7583
178	$96,324.30	$100,233.00	$104,296.50	$108,527.70	$112,939.50
	$8,027.03	$8,352.75	$8,691.38	$9,043.98	$9,411.63
	$3,704.78	$3,854.04	$4,011.41	$4,174.14	$4,343.83
	$46.3097	$48.1889	$50.1425	$52.1767	$54.2978
179	$97,291.80	$101,239.20	$105,341.40	$109,611.30	$114,074.70
	$8,107.65	$8,436.60	$8,778.45	$9,134.28	$9,506.23
	$3,741.99	$3,893.81	$4,051.59	$4,215.82	$4,387.48
	$46.7749	$48.6727	$50.6449	$52.6978	$54.8436
180	$98,259.30	$102,245.40	$106,399.20	$110,707.80	$115,209.90
	$8,188.28	$8,520.45	$8,866.60	$9,225.65	$9,600.83
	$3,779.21	$3,932.51	$4,092.28	$4,257.99	$4,431.15
	$47.2400	$49.1564	$51.1534	$53.2249	$55.3894
181	$99,239.70	$103,264.50	$107,457.00	$111,817.20	$116,358.00
	$8,269.98	$8,605.38	$8,954.75	$9,318.10	$9,696.50
	$3,816.92	$3,971.72	$4,132.97	$4,300.67	$4,475.31
	$47.7114	$49.6464	$51.6620	$53.7583	$55.9414
182	$100,233.00	$104,296.50	$108,527.70	$112,939.50	$117,519.00
	$8,352.75	$8,691.38	$9,043.98	$9,411.63	$9,793.25
	$3,855.11	$4,011.41	$4,174.14	$4,343.83	$4,519.97
	$48.1889	$50.1425	$52.1767	$54.2978	$56.4995
183	$101,239.20	$105,341.40	$109,611.30	$114,074.70	$118,692.90
	$8,436.60	$8,778.45	$9,134.28	$9,506.23	$9,891.08
	$3,893.81	$4,051.59	$4,215.82	$4,387.48	$4,565.12
	$48.6727	$50.6449	$52.6978	$54.8436	$57.0639
	$102,245.40	$106,399.20	$110,707.80	$115,209.90	$119,879.70

184	$8,520.45	$8,866.60	$9,225.65	$9,600.83	$9,989.98
	$3,932.51	$4,092.28	$4,257.99	$4,431.15	$4,610.76
	$49.1564	$51.1534	$53.2249	$55.3894	$57.6345
185	$103,264.50	$107,457.00	$111,817.20	$116,358.00	$121,079.40
	$8,605.38	$8,954.75	$9,318.10	$9,696.50	$10,089.95
	$3,971.72	$4,132.97	$4,300.67	$4,475.31	$4,656.90
	$49.6464	$51.6599	$53.7583	$55.9414	$58.2113
186	$104,296.50	$108,527.70	$112,939.50	$117,519.00	$122,292.00
	$8,691.38	$9,043.98	$9,411.63	$9,793.25	$10,191.00
	$4,011.41	$4,174.14	$4,343.83	$4,519.97	$4,703.53
	$50.1425	$52.1767	$54.2978	$56.4995	$58.7942
187	$105,341.40	$109,611.30	$114,074.70	$118,692.90	$123,517.50
	$8,778.45	$9,134.28	$9,506.23	$9,891.08	$10,293.13
	$4,051.59	$4,215.82	$4,387.48	$4,565.12	$4,750.67
	$50.6449	$52.6978	$54.8436	$57.0639	$59.3834
188	$106,399.20	$110,707.80	$115,209.90	$119,879.70	$124,755.90
	$8,866.60	$9,225.65	$9,600.83	$9,989.98	$10,396.33
	$4,092.28	$4,257.99	$4,431.15	$4,610.76	$4,798.31
	$51.1534	$53.2249	$55.3894	$57.6345	$59.9788
189	$107,457.00	$111,817.20	$116,358.00	$121,079.40	$126,007.20
	$8,954.75	$9,318.10	$9,696.50	$10,089.95	$10,500.60
	$4,132.97	$4,300.67	$4,475.31	$4,656.90	$4,846.43
	$51.6620	$53.7583	$55.9414	$58.2113	$60.5803
190	$108,527.70	$112,939.50	$117,519.00	$122,292.00	$127,271.40
	$9,043.98	$9,411.63	$9,793.25	$10,191.00	$10,605.95
	$4,174.14	$4,343.83	$4,519.96	$4,703.54	$4,895.05
	$52.1768	$54.2978	$56.4995	$58.7942	$61.1882
191	$109,611.30	$114,074.70	$118,692.90	$123,517.50	$128,548.50
	$9,134.28	$9,506.23	$9,891.08	$10,293.13	$10,712.38
	$4,215.82	$4,387.49	$4,565.11	$4,750.67	$4,944.17
	$52.6977	$54.8436	$57.0639	$59.3834	$61.8022
192	$110,707.80	$115,209.90	$119,879.70	$124,755.90	$129,838.50
	$9,225.65	$9,600.83	$9,989.98	$10,396.33	$10,819.88
	$4,257.99	$4,431.15	$4,610.76	$4,798.30	$4,993.79
	$53.2249	$55.3894	$57.6345	$59.9788	$62.4224
193	$111,817.20	$116,358.00	$121,079.40	$126,007.20	$131,141.40
	$9,318.10	$9,696.50	$10,089.95	$10,500.60	$10,928.45
	$4,300.66	$4,475.31	$4,656.90	$4,846.43	$5,043.90
	$53.7583	$55.9413	$58.2113	$60.5804	$63.0488

194	$112,939.50	$117,519.00	$122,292.00	$127,271.40	$132,457.20
	$9,411.63	$9,793.25	$10,191.00	$10,605.95	$11,038.10
	$4,343.83	$4,519.96	$4,703.54	$4,895.05	$5,094.51
	$54.2978	$56.4995	$58.7942	$61.1882	$63.6813
195	$114,074.70	$118,692.90	$123,517.50	$128,548.50	$133,785.90
	$9,506.23	$9,891.08	$10,293.13	$10,712.38	$11,148.83
	$4,387.49	$4,565.11	$4,750.67	$4,944.17	$5,145.61
	$54.8436	$57.0639	$59.3834	$61.8022	$64.3201
196	$115,209.90	$119,879.70	$124,755.90	$129,838.50	$135,127.50
	$9,600.83	$9,989.98	$10,396.33	$10,819.88	$11,260.63
	$4,431.15	$4,610.76	$4,798.30	$4,993.79	$5,197.21
	$55.3894	$57.6345	$59.9788	$62.4224	$64.9651
197	$116,358.00	$121,079.40	$126,007.20	$131,141.40	$136,482.00
	$9,696.50	$10,089.95	$10,500.60	$10,928.45	$11,373.50
	$4,475.31	$4,656.90	$4,846.43	$5,043.90	$5,249.31
	$55.9413	$58.2113	$60.5804	$63.0488	$65.6163
198	$117,519.00	$122,292.00	$127,271.40	$132,457.20	$137,849.40
	$9,793.25	$10,191.00	$10,605.95	$11,038.10	$11,487.45
	$4,519.96	$4,703.54	$4,895.05	$5,094.51	$5,301.90
	$56.4995	$58.7942	$61.1882	$63.6813	$66.2738
199	$118,692.90	$123,517.50	$128,548.50	$133,785.90	$139,229.70
	$9,891.08	$10,293.13	$10,712.38	$11,148.83	$11,602.48
	$4,565.11	$4,750.67	$4,944.17	$5,145.61	$5,354.99
	$57.0639	$59.3834	$61.8022	$64.3201	$66.9374
200	$119,879.70	$124,755.90	$129,838.50	$135,127.50	$140,622.90
	$9,989.98	$10,396.33	$10,819.88	$11,260.63	$11,718.58
	$4,610.76	$4,798.30	$4,993.79	$5,197.21	$5,408.57
	$57.6345	$59.9788	$62.4224	$64.9651	$67.6072
201	$121,079.40	$126,007.20	$131,141.40	$136,482.00	$142,029.00
	$10,089.95	$10,500.60	$10,928.45	$11,373.50	$11,835.75
	$4,656.90	$4,846.43	$5,043.90	$5,249.31	$5,462.65
	$58.2113	$60.5804	$63.0488	$65.6163	$68.2832
202	$122,292.00	$127,271.40	$132,457.20	$137,849.40	$143,448.00
	$10,191.00	$10,605.95	$11,038.10	$11,487.45	$11,954.00
	$4,703.54	$4,895.05	$5,094.51	$5,301.90	$5,517.23
	$58.7942	$61.1882	$63.6813	$66.2738	$68.9654
203	$123,517.50	$128,548.50	$133,785.90	$139,229.70	$144,879.90
	$10,293.13	$10,712.38	$11,148.83	$11,602.48	$12,073.33
	$4,750.67	$4,944.17	$5,145.61	$5,354.99	$5,572.30

	$59.3834	*$61.8022*	*$64.3201*	*$66.9374*	*$69.6538*
204	*$124,755.90*	*$129,838.50*	*$135,127.50*	*$140,622.90*	*$146,324.70*
	$10,396.33	*$10,819.88*	*$11,260.63*	*$11,718.58*	*$12,193.73*
	$4,798.30	*$4,993.79*	*$5,197.21*	*$5,408.57*	*$5,627.87*
	$59.9788	*$62.4224*	*$64.9651*	*$67.6072*	*$70.3484*
205	*$126,007.20*	*$131,141.40*	*$136,482.00*	*$142,029.00*	*$147,782.40*
	$10,500.60	*$10,928.45*	*$11,373.50*	*$11,835.75*	*$12,315.20*
	$4,846.43	*$5,043.90*	*$5,249.31*	*$5,462.65*	*$5,683.94*
	$60.5804	*$63.0488*	*$65.6163*	*$68.2832*	*$71.0492*
206	*$127,271.40*	*$132,457.20*	*$137,849.40*	*$143,448.00*	*$149,265.90*
	$10,605.95	*$11,038.10*	*$11,487.45*	*$11,954.00*	*$12,438.83*
	$4,895.05	*$5,094.51*	*$5,301.90*	*$5,517.23*	*$5,741.00*
	$61.1882	*$63.6813*	*$66.2738*	*$68.9654*	*$71.7625*
207	*$128,548.50*	*$133,785.90*	*$139,229.70*	*$144,879.90*	*$150,762.30*
	$10,712.38	*$11,148.83*	*$11,602.48*	*$12,073.33*	*$12,563.53*
	$4,944.17	*$5,145.61*	*$5,354.99*	*$5,572.30*	*$5,798.55*
	$61.8022	*$64.3201*	*$66.9374*	*$69.6538*	*$72.4819*
208	*$129,838.50*	*$135,127.50*	*$140,622.90*	*$146,324.70*	*$152,271.60*
	$10,819.88	*$11,260.63*	*$11,718.58*	*$12,193.73*	*$12,689.30*
	$4,993.79	*$5,197.21*	*$5,408.57*	*$5,627.87*	*$5,856.60*
	$62.4224	*$64.9651*	*$67.6072*	*$70.3484*	*$73.2075*
209	*$131,141.40*	*$136,482.00*	*$142,029.00*	*$147,782.40*	*$153,793.80*
	$10,928.45	*$11,373.50*	*$11,835.75*	*$12,315.20*	*$12,816.15*
	$5,043.90	*$5,249.31*	*$5,462.65*	*$5,683.94*	*$5,915.15*
	$63.0488	*$65.6163*	*$68.2832*	*$71.0492*	*$73.9393*
210	*$132,457.20*	*$137,849.40*	*$143,448.00*	*$149,265.90*	*$155,328.90*
	$11,038.10	*$11,487.45*	*$11,954.00*	*$12,438.83*	*$12,944.08*
	$5,094.51	*$5,301.90*	*$5,517.23*	*$5,741.00*	*$5,974.19*
	$63.6813	*$66.2738*	*$68.9654*	*$71.7625*	*$74.6774*
211	*$133,785.90*	*$139,229.70*	*$144,879.90*	*$150,762.30*	*$156,876.90*
	$11,148.83	*$11,602.48*	*$12,073.33*	*$12,563.53*	*$13,073.08*
	$5,145.61	*$5,354.99*	*$5,572.30*	*$5,798.55*	*$6,033.73*
	$64.3201	*$66.9374*	*$69.6538*	*$72.4819*	*$75.4216*
212	*$135,127.50*	*$140,622.90*	*$146,324.70*	*$152,271.60*	*$158,450.70*
	$11,260.63	*$11,718.58*	*$12,193.73*	*$12,689.30*	*$13,204.23*
	$5,197.21	*$5,408.57*	*$5,627.87*	*$5,856.60*	*$6,094.26*
	$64.9651	*$67.6072*	*$70.3484*	*$73.2075*	*$76.1782*
213	*$136,482.00*	*$142,029.00*	*$147,782.40*	*$153,793.80*	*$160,037.40*
	$11,373.50	*$11,835.75*	*$12,315.20*	*$12,816.15*	*$13,336.45*

213	$5,249.31	$5,462.65	$5,683.94	$5,915.15	$6,155.28
	$65.6163	$68.2832	$71.0492	$73.9393	$76.9411
214	$137,849.40	$143,448.00	$149,265.90	$155,328.90	$161,637.00
	$11,487.45	$11,954.00	$12,438.83	$12,944.08	$13,469.75
	$5,301.90	$5,517.23	$5,741.00	$5,974.19	$6,216.81
	$66.2738	$68.9654	$71.7625	$74.6774	$77.7101
215	$139,229.70	$144,879.90	$150,762.30	$156,876.90	$163,249.50
	$11,602.48	$12,073.33	$12,563.53	$13,073.08	$13,604.13
	$5,354.99	$5,572.30	$5,798.55	$6,033.73	$6,278.83
	$66.9374	$69.6538	$72.4819	$75.4216	$78.4853
216	$140,622.90	$146,324.70	$152,271.60	$158,450.70	$164,887.80
	$11,718.58	$12,193.73	$12,689.30	$13,204.23	$13,740.65
	$5,408.57	$5,627.87	$5,856.60	$6,094.26	$6,341.84
	$67.6072	$70.3484	$73.2075	$76.1782	$79.2730
217	$142,029.00	$147,782.40	$153,793.80	$160,037.40	$166,539.00
	$11,835.75	$12,315.20	$12,816.15	$13,336.45	$13,878.25
	$5,462.65	$5,683.94	$5,915.15	$6,155.28	$6,405.35
	$68.2832	$71.0492	$73.9393	$76.9411	$80.0668
218	$143,448.00	$149,265.90	$155,328.90	$161,637.00	$168,203.10
	$11,954.00	$12,438.83	$12,944.08	$13,469.75	$14,016.93
	$5,517.23	$5,741.00	$5,974.19	$6,216.81	$6,469.35
	$68.9654	$71.7625	$74.6774	$77.7101	$80.8669
219	$144,879.90	$150,762.30	$156,876.90	$163,249.50	$169,880.10
	$12,073.33	$12,563.53	$13,073.08	$13,604.13	$14,156.68
	$5,572.30	$5,798.55	$6,033.73	$6,278.83	$6,533.85
	$69.6538	$72.4819	$75.4216	$78.4853	$81.6731
220	$146,324.70	$152,271.60	$158,450.70	$164,887.80	$171,582.90
	$12,193.73	$12,689.30	$13,204.23	$13,740.65	$14,298.58
	$5,627.87	$5,856.60	$6,094.26	$6,341.84	$6,599.34
	$70.3484	$73.2075	$76.1782	$79.2730	$82.4918
221	$147,782.40	$153,793.80	$160,037.40	$166,539.00	$173,298.60
	$12,315.20	$12,816.15	$13,336.45	$13,878.25	$14,441.55
	$5,683.94	$5,915.15	$6,155.28	$6,405.35	$6,665.33
	$71.0492	$73.9393	$76.9411	$80.0668	$83.3166
222	$149,265.90	$155,328.90	$161,637.00	$168,203.10	$175,027.20
	$12,438.83	$12,944.08	$13,469.75	$14,016.93	$14,585.60
	$5,741.00	$5,974.19	$6,216.81	$6,469.35	$6,731.82
	$71.7625	$74.6774	$77.7101	$80.8669	$84.1477
	$150,762.30	$156,876.90	$163,249.50	$169,880.10	$176,781.60

223	$12,563.53	$13,073.08	$13,604.13	$14,156.68	$14,731.80
	$5,798.55	$6,033.73	$6,278.83	$6,533.85	$6,799.29
	$72.4819	$75.4216	$78.4853	$81.6731	$84.9912
224	$152,271.60	$158,450.70	$164,887.80	$171,582.90	$178,548.90
	$12,689.30	$13,204.23	$13,740.65	$14,298.58	$14,879.08
	$5,856.60	$6,094.26	$6,341.84	$6,599.34	$6,867.27
	$73.2075	$76.1782	$79.2730	$82.4918	$85.8408
225	$153,793.80	$160,037.40	$166,539.00	$173,298.60	$180,329.10
	$12,816.15	$13,336.45	$13,878.25	$14,441.55	$15,027.43
	$5,915.15	$6,155.28	$6,405.35	$6,665.33	$6,935.73
	$73.9393	$76.9411	$80.0668	$83.3166	$86.6967
226	$155,328.90	$161,637.00	$168,203.10	$175,027.20	$182,135.10
	$12,944.08	$13,469.75	$14,016.93	$14,585.60	$15,177.93
	$5,974.19	$6,216.81	$6,469.35	$6,731.82	$7,005.20
	$74.6774	$77.7101	$80.8669	$84.1477	$87.5650
227	$156,876.90	$163,249.50	$169,880.10	$176,781.60	$183,954.00
	$13,073.08	$13,604.13	$14,156.68	$14,731.80	$15,329.50
	$6,033.73	$6,278.83	$6,533.85	$6,799.29	$7,075.15
	$75.4216	$78.4853	$81.6731	$84.9912	$88.4394
228	$158,450.70	$164,887.80	$171,582.90	$178,548.90	$185,798.70
	$13,204.23	$13,740.65	$14,298.58	$14,879.08	$15,483.23
	$6,094.26	$6,341.84	$6,599.34	$6,867.27	$7,146.10
	$76.1782	$79.2730	$82.4918	$85.8408	$89.3263
229	$160,037.40	$166,539.00	$173,298.60	$180,329.10	$187,656.30
	$13,336.45	$13,878.25	$14,441.55	$15,027.43	$15,638.03
	$6,155.28	$6,405.35	$6,665.33	$6,935.73	$7,217.55
	$76.9411	$80.0668	$83.3166	$86.6967	$90.2194
230	$161,637.00	$168,203.10	$175,027.20	$182,135.10	$189,526.80
	$13,469.75	$14,016.93	$14,585.60	$15,177.93	$15,793.90
	$6,216.81	$6,469.35	$6,731.82	$7,005.20	$7,289.49
	$77.7101	$80.8669	$84.1477	$87.5650	$91.1187
231	$163,249.50	$169,880.10	$176,781.60	$183,954.00	$191,423.10
	$13,604.13	$14,156.68	$14,731.80	$15,329.50	$15,951.93
	$6,278.83	$6,533.85	$6,799.29	$7,075.15	$7,362.43
	$78.4853	$81.6731	$84.9912	$88.4394	$92.0303
232	$164,887.80	$171,582.90	$178,548.90	$185,798.70	$193,332.30
	$13,740.65	$14,298.58	$14,879.08	$15,483.23	$16,111.03
	$6,341.84	$6,599.34	$6,867.27	$7,146.10	$7,435.86
	$79.2730	$82.4918	$85.8408	$89.3263	$92.9482

233	$166,539.00	$173,298.60	$180,329.10	$187,656.30	$195,267.30
	$13,878.25	$14,441.55	$15,027.43	$15,638.03	$16,272.28
	$6,405.35	$6,665.33	$6,935.73	$7,217.55	$7,510.28
	$80.0668	$83.3166	$86.6967	$90.2194	$93.8785
234	$168,203.10	$175,027.20	$182,135.10	$189,526.80	$197,215.20
	$14,016.93	$14,585.60	$15,177.93	$15,793.90	$16,434.60
	$6,469.35	$6,731.82	$7,005.20	$7,289.49	$7,585.20
	$80.8669	$84.1477	$87.5650	$91.1187	$94.8150
235	$169,880.10	$176,781.60	$183,954.00	$191,423.10	$199,188.90
	$14,156.68	$14,731.80	$15,329.50	$15,951.93	$16,599.08
	$6,533.85	$6,799.29	$7,075.15	$7,362.43	$7,661.11
	$81.6731	$84.9912	$88.4394	$92.0303	$95.7639
236	$171,582.90	$178,548.90	$185,798.70	$193,332.30	$201,175.50
	$14,298.58	$14,879.08	$15,483.23	$16,111.03	$16,764.63
	$6,599.34	$6,867.27	$7,146.10	$7,435.86	$7,737.52
	$82.4918	$85.8408	$89.3263	$92.9482	$96.7190
237	$173,298.60	$180,329.10	$187,656.30	$195,267.30	$203,187.90
	$14,441.55	$15,027.43	$15,638.03	$16,272.28	$16,932.33
	$6,665.33	$6,935.73	$7,217.55	$7,510.28	$7,814.92
	$83.3166	$86.6967	$90.2194	$93.8785	$97.6865
238	$175,027.20	$182,135.10	$189,526.80	$197,215.20	$205,226.10
	$14,585.60	$15,177.93	$15,793.90	$16,434.60	$17,102.18
	$6,731.82	$7,005.20	$7,289.49	$7,585.20	$7,893.31
	$84.1477	$87.5650	$91.1187	$94.8150	$98.6664
239	$176,781.60	$183,954.00	$191,423.10	$199,188.90	$207,277.20
	$14,731.80	$15,329.50	$15,951.93	$16,599.08	$17,273.10
	$6,799.29	$7,075.15	$7,362.43	$7,661.11	$7,972.20
	$84.9912	$88.4394	$92.0303	$95.7639	$99.6525
240	$178,548.90	$185,798.70	$193,332.30	$201,175.50	$209,354.10
	$14,879.08	$15,483.23	$16,111.03	$16,764.63	$17,446.18
	$6,867.27	$7,146.10	$7,435.86	$7,737.52	$8,052.08
	$85.8408	$89.3263	$92.9482	$96.7190	$100.6510
241	$180,329.10	$187,656.30	$195,267.30	$203,187.90	$211,443.90
	$15,027.43	$15,638.03	$16,272.28	$16,932.33	$17,620.33
	$6,935.73	$7,217.55	$7,510.28	$7,814.92	$8,132.46
	$86.6967	$90.2194	$93.8785	$97.6865	$101.6557
242	$182,135.10	$189,526.80	$197,215.20	$205,226.10	$213,559.50
	$15,177.93	$15,793.90	$16,434.60	$17,102.18	$17,796.63
	$7,005.20	$7,289.49	$7,585.20	$7,893.31	$8,213.83

	$87.5650	*$91.1187*	*$94.8150*	*$98.6664*	*$102.6728*
243	*$183,954.00*	*$191,423.10*	*$199,188.90*	*$207,277.20*	*$215,700.90*
	$15,329.50	*$15,951.93*	*$16,599.08*	*$17,273.10*	*$17,975.08*
	$7,075.15	*$7,362.43*	*$7,661.11*	*$7,972.20*	*$8,296.19*
	$88.4394	*$92.0303*	*$95.7639*	*$99.6525*	*$103.7024*
244	*$185,798.70*	*$193,332.30*	*$201,175.50*	*$209,354.10*	*$217,855.20*
	$15,483.23	*$16,111.03*	*$16,764.63*	*$17,446.18*	*$18,154.60*
	$7,146.10	*$7,435.86*	*$7,737.52*	*$8,052.08*	*$8,379.05*
	$89.3263	*$92.9482*	*$96.7190*	*$100.6510*	*$104.7381*
245	*$187,656.30*	*$195,267.30*	*$203,187.90*	*$211,443.90*	*$220,035.30*
	$15,638.03	*$16,272.28*	*$16,932.33*	*$17,620.33*	*$18,336.28*
	$7,217.55	*$7,510.28*	*$7,814.92*	*$8,132.46*	*$8,462.90*
	$90.2194	*$93.8785*	*$97.6865*	*$101.6557*	*$105.7862*
246	*$189,526.80*	*$197,215.20*	*$205,226.10*	*$213,559.50*	*$222,241.20*
	$15,793.90	*$16,434.60*	*$17,102.18*	*$17,796.63*	*$18,520.10*
	$7,289.49	*$7,585.20*	*$7,893.31*	*$8,213.83*	*$8,547.74*
	$91.1187	*$94.8150*	*$98.6664*	*$102.6728*	*$106.8467*
247	*$191,423.10*	*$199,188.90*	*$207,277.20*	*$215,700.90*	*$224,460.00*
	$15,951.93	*$16,599.08*	*$17,273.10*	*$17,975.08*	*$18,705.00*
	$7,362.43	*$7,661.11*	*$7,972.20*	*$8,296.19*	*$8,633.08*
	$92.0303	*$95.7639*	*$99.6525*	*$103.7024*	*$107.9135*
248	*$193,332.30*	*$201,175.50*	*$209,354.10*	*$217,855.20*	*$226,704.60*
	$16,111.03	*$16,764.63*	*$17,446.18*	*$18,154.60*	*$18,892.05*
	$7,435.86	*$7,737.52*	*$8,052.08*	*$8,379.05*	*$8,719.41*
	$92.9482	*$96.7190*	*$100.6510*	*$104.7381*	*$108.9926*
249	*$195,267.30*	*$203,187.90*	*$211,443.90*	*$220,035.30*	*$222,241.20*
	$16,272.28	*$16,932.33*	*$17,620.33*	*$18,336.28*	*$18,520.10*
	$7,510.28	*$7,814.92*	*$8,132.46*	*$8,462.90*	*$8,547.74*
	$93.8785	*$97.6865*	*$101.6557*	*$105.7862*	*$106.8467*

June 27, 2023

TO: **HONORABLE MAYOR AND COUNCIL MEMBERS**

FROM: **HUMAN RESOURCES DEPARTMENT**

SUBJECT: **A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON AUTHORIZING THE CITY MANAGER TO ESTABLISH A SALARY SCHEDULE FOR SERVICE EMPLOYEES INTERNATIONAL UNION (S.E.I.U)**

SUMMARY

The City Council will consider a resolution establishing the Salary Schedule for Service Employees International Union (S.E.I.U.) Local 721.

BACKGROUND

The City of Compton has four union locals that represent the majority of its Miscellaneous (Non-Safety) employees. In May 2023, the City and Service Employees International Union (S.E.I.U.), Local 721, met and ratified an agreement for Maintenance and Trades and Public Safety Auxiliary.

As part of this agreement, a 7.5% increase to the base pay was agreed upon. Since the current salary schedule is based on 1% increments between each salary range, a new salary schedule had to be established specifically for SEIU to reflect the 7.5% increase in base pay.

STATEMENT OF ISSUE

Over the past months, the City has been negotiating with Service Employees International Union (S.E.I.U.), Local 721 regarding salary and benefits and has come to an agreement.

The proposed Salary Schedule must now be approved by the City Council for the 7.5% increase in base pay so that the salary increases can be executed and implemented.

FISCAL IMPACT

The fiscal impact of the 7.5% base pay increase for Service Employees International Union (S.E.I.U.), Local 721, Maintenance and Trades and Public Safety Auxiliary for fiscal year 2022-2023 is $515,983.62.

RECOMMENDATION

Staff recommends that the City Council adopt the attached Resolution.

SHRISTIE N. TORRES
HUMAN RESOURCES DIRECTOR

APPROVED FOR FORWARDING:

THOMAS THOMAS
CITY MANAGER

RESOLUTION NO. _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON AUTHORIZING THE CITY MANAGER TO ESTABLISH A SALARY SCHEDULE FOR SERVICE EMPLOYEES INTERNATIONAL UNION (S.E.I.U)

WHEREAS, the City Council will consider a resolution establishing the Salary Schedule for Service Employees International Union (S.E.I.U.) Local 721; and

WHEREAS, the City of Compton has four union locals that represent the majority of its Miscellaneous (Non-Safety) employees; and

WHEREAS, in May 2023, the City and Service Employees International Union (S.E.I.U.), Local 721, met and ratified an agreement for Maintenance and Trades and Public Safety Auxiliary; and

WHEREAS, as part of this agreement, a 7.5% increase to the base pay was agreed upon; and

WHEREAS, the current salary schedule is based on 1% increments between each salary range, a new salary schedule had to be established specifically for SEIU to reflect the 7.5% increase in base pay; and

WHEREAS, over the past months, the City has been negotiating with Service Employees International Union (S.E.I.U.), Local 721 regarding salary and benefits and has come to an agreement; and

WHEREAS, the proposed Salary Schedule must now be approved by the City Council for the 7.5% increase in base pay so that the salary increases can be executed and implemented; and

WHEREAS, The fiscal impact of the 7.5% base pay increase for Service Employees International Union (S.E.I.U.), Local 721, Maintenance and Trades and Public Safety Auxiliary for fiscal year 2022-2023 is $515,983.62; and

WHEREAS, there are no budget amendments needed since savings from vacancies will be sufficient to cover the salary increase.

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

SECTION 1. That the Salary Schedule for Service Employees International Union (SEIU) is hereby accepted.

SECTION 2. That the City Manager is hereby directed to execute and implement the 7.5% base pay increase per the Memorandum of Agreement with Service Employees International Union (SEIU).

SECTION 3. That the salaries for the 7.5% base pay increase are included in the City's 2022-2023 Fiscal Year budget.

SECTION 4. That a certified copy of this Resolution shall be filed in the offices of the City Manager, City Attorney, City Clerk, City Controller, Human Resources, and SEIU Local 721.

SECTION 5. That the Mayor shall sign and the City Clerk shall attest to the adoption of this Resolution.

ADOPTED this _____ day of _____, 2023

_____
MAYOR OF THE CITY OF COMPTON

ATTEST:

_____
CITY CLERK OF THE CITY OF COMPTON

STATE OF CALIFORNIA
COUNTY OF LOS ANGELES
CITY OF COMPTON

I, Vernell McDaniel, City Clerk of the City of Compton, hereby certify that the foregoing Resolution was adopted by the City Council of the City of Compton, signed by the Mayor and attested by the City Clerk at a regular meeting thereof held on the _____ day of _____, 2023.

That said resolution was adopted by the following vote, to wit:

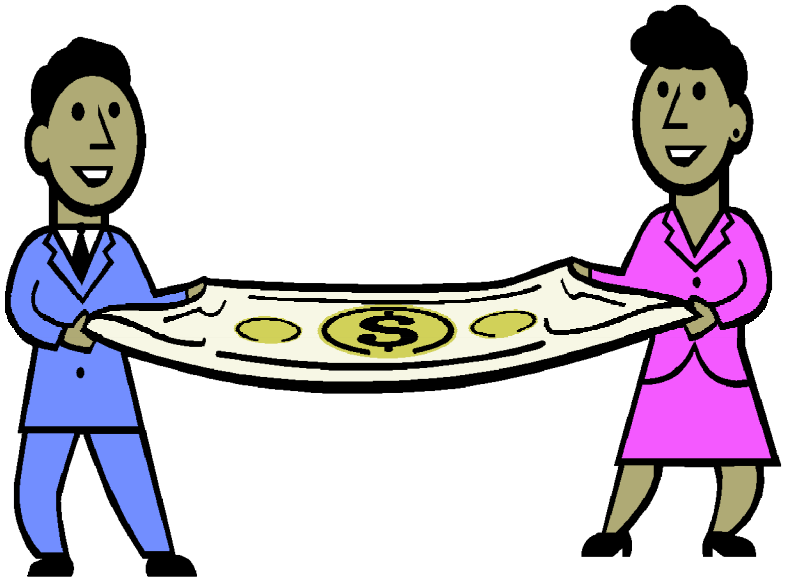
AYES: Council Members-
NOES: Council Members-
ABSENT: Council Members-
ABSTAIN: Council Members-

_____
CITY CLERK OF THE CITY OF COMPTON

CITY OF COMPTON

SALARY SCHEDULE

SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU)



EFFECTIVE: July 1, 2022

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MAINTENANCE & TRADES UNIT

Classification Title	Salary Range
Air Conditioning Mechanic	125
Air Conditioning Service Worker	101
Anti Graffiti Painter	94
Assistant Electrician	101
Automotive Service Lead Worker	83
Automotive Service Worker	73
Carpenter	136
Concrete Crew Lead worker	101
Concrete Maintenance Worker	85
Concrete Repair Worker	91
Custodian	80
Custodian Lead worker	108
Electrical Inspector	111
Electrical Maintenance Worker	88
Electrician	136
Engineering Aide	93
Equipment Operator, Grade I	79
Equipment Operator, Grade II	87
Equipment Operator, Grade III	101
Facility Maintenance Worker I	91
Facility Maintenance Worker II	101
Facility Maintenance Worker III	115
Greens keeper	93
Heavy Equipment Mechanic	128
Helicopter Mechanic	137
Laborer	69
Maintenance Assistant	49
Maintenance Lead worker (MWIII)	119
Maintenance Worker I	95
Maintenance Worker II	107

MAINTENANCE & TRADES UNIT

Classification Title	Salary Range
Mechanic	107
Mechanic Assistant	93
Mechanic Lead worker	113
Meter Reader	121
Meter Repair Worker I	79
Meter Repair Worker II	87
Paint Crew Lead Worker	101
Painter	94
Painter II	114
Park Gardener/Caretaker	73
Park Gardener/Caretaker Trainee	58
Parks Maintenance Lead worker	119
Parks Maintenance Worker I	95
Parks Maintenance Worker II	107
Plumber	136
Public Works Inspector	111
Public Works Inspector Assistant	93
Pump Operator	128
Senior Engineering Aide	108
Senior Park Gardener/Caretaker	83
Senior Pump Operator	143
Sewer Maintenance Crew Lead Worker	101
Sewer Maintenance Worker	83
Small Engine Mechanic	93
Sprinkler Systems Service Worker	91
Storekeeper	101
Street Maintenance Lead Worker	101
Street Sub-foreman	83
Street Sweeper Operator	97
Traffic & Lighting Electrician	136

MAINTENANCE & TRADES UNIT

Classification Title	Salary Range
Traffic Painter	87
Traffic Painter Helper	74
Traffic Sign Maintenance Worker	132
Traffic Signal Technician	132
Tree Trimmer	89
Tree Trimmer Lead Worker	101
Wastewater Technician	127
Water Service Worker I	115
Water Service Worker II	128
Water Service Worker III	143

PUBLIC SAFETY AUXILIARY UNIT

Classification Title	Salary Range
Parking Control Lead Officer	93
Parking Control Officer	88
Security Lead Officer	125
Security Officer	120
Security Services Coordinator	139

CITY OF COMPTON

SALARY RANGES

SEIU LOCAL 721

	STEP A	STEP B	STEP C	STEP D	STEP E
RANGE #	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY
1	$16,860.30 $1,405.03 $648.47 $8.1059	$17,531.10 $1,460.93 $674.27 $8.4284	$18,227.70 $1,518.98 $701.06 $8.7633	$18,950.10 $1,579.18 $728.85 $9.1106	$19,698.30 $1,641.53 $757.63 $9.4703
2	$17,028.00 $1,419.00 $654.92 $8.1866	$17,698.80 $1,474.90 $680.72 $8.5091	$18,408.30 $1,534.03 $708.02 $8.8502	$19,130.70 $1,594.23 $735.79 $9.1975	$19,891.80 $1,657.65 $765.07 $9.5634
3	$17,195.70 $1,432.98 $661.37 $8.2672	$17,879.40 $1,489.95 $687.59 $8.5959	$18,588.90 $1,549.08 $714.96 $8.9370	$19,324.20 $1,610.35 $743.23 $9.2905	$20,098.20 $1,674.85 $773.01 $9.6626
4	$17,363.40 $1,446.95 $667.82 $8.3478	$18,047.10 $1,503.93 $694.12 $8.6765	$18,769.50 $1,564.13 $721.91 $9.0238	$19,504.80 $1,625.40 $750.19 $9.3773	$20,291.70 $1,690.98 $780.45 $9.7556
5	$17,531.10 $1,460.93 $674.27 $8.4284	$18,227.70 $1,518.98 $701.06 $8.7633	$18,950.10 $1,579.18 $728.85 $9.1106	$19,698.30 $1,641.53 $757.63 $9.4700	$20,485.20 $1,707.10 $787.89 $9.8486
6	$17,698.80 $1,474.90 $680.72 $8.5091	$18,408.30 $1,534.03 $708.02 $8.8502	$19,130.70 $1,594.23 $735.79 $9.1975	$19,891.80 $1,657.65 $765.07 $9.5634	$20,691.60 $1,724.30 $795.83 $9.9478
7	$17,879.40 $1,489.95 $687.59 $8.5959	$18,588.90 $1,549.08 $714.96 $8.9370	$19,324.20 $1,610.35 $743.23 $9.2905	$20,098.20 $1,674.85 $773.01 $9.6626	$20,898.00 $1,741.50 $803.77 $10.0472
8	$18,047.10 $1,503.93	$18,769.50 $1,564.13	$19,504.80 $1,625.40	$20,291.70 $1,690.98	$21,104.40 $1,758.70

CITY OF COMPTON
SALARY RANGES
SEIU LOCAL 721

	STEP A	STEP B	STEP C	STEP D	STEP E
RANGE #	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY
8	$694.12 $8.6765	$721.91 $9.0238	$750.19 $9.3773	$780.45 $9.7556	$811.63 $10.1464
9	$18,227.70 $1,518.98 $701.06 $8.7633	$18,950.10 $1,579.18 $728.85 $9.1106	$19,698.30 $1,641.53 $757.63 $9.4703	$20,485.20 $1,707.10 $787.89 $9.8486	$21,310.80 $1,775.90 $819.64 $10.2456
10	$18,408.30 $1,534.03 $708.02 $8.8502	$19,130.70 $1,594.23 $735.79 $9.1975	$19,891.80 $1,657.65 $765.07 $9.5634	$20,691.60 $1,724.30 $795.83 $9.9478	$21,517.20 $1,793.10 $827.59 $10.3448
11	$18,588.90 $1,549.08 $714.96 $8.9370	$19,324.20 $1,610.35 $743.23 $9.2905	$20,098.20 $1,674.85 $773.01 $9.6626	$20,898.00 $1,741.50 $803.77 $10.0472	$21,736.50 $1,811.38 $836.02 $10.4503
12	$18,769.50 $1,564.13 $721.91 $9.0238	$19,504.80 $1,625.40 $750.19 $9.3773	$20,291.70 $1,690.98 $780.45 $9.7556	$21,104.40 $1,758.70 $811.71 $10.1464	$21,942.90 $1,828.58 $843.96 $10.5495
13	$18,950.10 $1,579.18 $728.85 $9.1106	$19,698.30 $1,641.53 $757.63 $9.4703	$20,485.20 $1,707.10 $787.89 $9.8486	$21,310.80 $1,775.90 $819.64 $10.2456	$22,162.20 $1,846.85 $852.40 $10.6549
14	$19,130.70 $1,594.23 $735.79 $9.1975	$19,891.80 $1,657.65 $765.07 $9.5634	$20,691.60 $1,724.30 $795.83 $9.9478	$21,517.20 $1,793.10 $827.59 $10.3449	$22,381.50 $1,865.13 $860.83 $10.7603
15	$19,324.20 $1,610.35 $743.23 $9.2905	$20,098.20 $1,674.85 $773.01 $9.6626	$20,898.00 $1,741.50 $803.77 $10.0472	$21,736.50 $1,811.38 $836.02 $10.4502	$22,600.80 $1,883.40 $869.27 $10.8658

CITY OF COMPTON

SALARY RANGES

SEIU LOCAL 721

	STEP A	STEP B	STEP C	STEP D	STEP E
RANGE #	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY
16	$19,504.80 $1,625.40 $750.19 $9.3773	$20,291.70 $1,690.98 $780.45 $9.7556	$21,104.40 $1,758.70 $811.71 $10.1464	$21,942.90 $1,828.58 $843.96 $10.5495	$22,820.10 $1,901.68 $877.69 $10.9712
17	$19,698.30 $1,641.53 $757.63 $9.4703	$20,485.20 $1,707.10 $787.89 $9.8486	$21,310.80 $1,775.90 $819.64 $10.2456	$22,162.20 $1,846.85 $852.40 $10.6549	$23,052.30 $1,921.03 $886.63 $11.0829
18	$19,891.80 $1,657.65 $765.07 $9.5634	$20,691.60 $1,724.30 $795.83 $9.9478	$21,517.20 $1,793.10 $827.59 $10.3448	$22,381.50 $1,865.13 $860.83 $10.7603	$23,271.60 $1,939.30 $895.07 $11.1883
19	$20,098.20 $1,674.85 $773.01 $9.6626	$20,898.00 $1,741.50 $803.77 $10.0472	$21,736.50 $1,811.38 $836.02 $10.4502	$22,600.80 $1,883.40 $869.27 $10.8658	$23,503.80 $1,958.65 $903.99 $11.2999
20	$20,291.70 $1,690.98 $780.45 $9.7556	$21,104.40 $1,758.70 $811.71 $10.1464	$21,942.90 $1,828.58 $843.96 $10.5495	$22,820.10 $1,901.68 $877.69 $10.9712	$23,736.00 $1,978.00 $912.92 $11.4116
21	$20,485.20 $1,707.10 $787.89 $9.8486	$21,310.80 $1,775.90 $819.64 $10.2456	$22,162.20 $1,846.85 $852.40 $10.6549	$23,052.30 $1,921.03 $886.63 $11.0829	$23,968.20 $1,997.35 $921.86 $11.5231
22	$20,691.60 $1,724.30 $795.83 $9.9478	$21,517.20 $1,793.10 $827.59 $10.3449	$22,381.50 $1,865.13 $860.83 $10.7603	$23,271.60 $1,939.30 $895.07 $11.1883	$24,200.40 $2,016.70 $930.57 $11.6348
23	$20,898.00 $1,741.50	$21,736.50 $1,811.38	$22,600.80 $1,883.40	$23,503.80 $1,958.65	$24,445.50 $2,037.13

CITY OF COMPTON

SALARY RANGES

SEIU LOCAL 721

	STEP A	***STEP B***	***STEP C***	***STEP D***	***STEP E***
RANGE #	***ANNUAL MONTHLY BI-WEEKLY HOURLY***	***ANNUAL MONTHLY BI-WEEKLY HOURLY***	***ANNUAL MONTHLY BI-WEEKLY HOURLY***	***ANNUAL MONTHLY BI-WEEKLY HOURLY***	***ANNUAL MONTHLY BI-WEEKLY HOURLY***
23	*$803.77 $10.0472*	*$836.02 $10.4502*	*$869.27 $10.8658*	*$903.99 $11.2999*	*$940.22 $11.7527*
24	*$21,104.40 $1,758.70 $811.71 $10.1464*	*$21,942.90 $1,828.58 $843.96 $10.5495*	*$22,820.10 $1,901.68 $877.69 $10.9712*	*$23,736.00 $1,978.00 $912.92 $11.4116*	*$24,677.70 $2,056.48 $949.14 $11.8642*
25	*$21,310.80 $1,775.90 $819.64 $10.2456*	*$22,162.20 $1,846.85 $852.40 $10.6549*	*$23,052.30 $1,921.03 $886.63 $11.0829*	*$23,968.20 $1,997.35 $921.86 $11.5231*	*$24,922.80 $2,076.90 $958.57 $11.9822*
26	*$21,517.20 $1,793.10 $827.59 $10.3448*	*$22,381.50 $1,865.13 $860.83 $10.7603*	*$23,271.60 $1,939.30 $895.07 $11.1883*	*$24,200.40 $2,016.70 $930.79 $11.6348*	*$25,167.90 $2,097.33 $967.99 $12.1000*
27	*$21,736.50 $1,811.38 $836.02 $10.4502*	*$22,600.80 $1,883.40 $869.27 $10.8658*	*$23,503.80 $1,958.65 $903.99 $11.2999*	*$24,445.50 $2,037.13 $940.22 $11.7527*	*$25,425.90 $2,118.83 $977.92 $12.2240*
28	*$21,942.90 $1,828.58 $843.96 $10.5495*	*$22,820.10 $1,901.68 $877.69 $10.9712*	*$23,736.00 $1,978.00 $912.92 $11.4116*	*$24,677.70 $2,056.48 $949.14 $11.8642*	*$25,671.00 $2,139.25 $987.34 $12.3419*
29	*$22,162.20 $1,846.85 $852.40 $10.6549*	*$23,052.30 $1,921.03 $886.63 $11.0829*	*$23,968.20 $1,997.35 $921.86 $11.5231*	*$24,922.80 $2,076.90 $958.57 $11.9822*	*$25,916.10 $2,159.68 $996.77 $12.4597*
30	*$22,381.50 $1,865.13 $860.83 $10.7603*	*$23,271.60 $1,939.30 $895.07 $11.1883*	*$24,200.40 $2,016.70 $930.79 $11.6348*	*$25,167.90 $2,097.33 $967.99 $12.1000*	*$26,174.10 $2,181.18 $1,006.69 $12.5837*

CITY OF COMPTON

SALARY RANGES

SEIU LOCAL 721

	STEP A	STEP B	STEP C	STEP D	STEP E
RANGE #	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY
31	$22,600.80 $1,883.40 $869.27 $10.8658	$23,503.80 $1,958.65 $903.99 $11.2999	$24,445.50 $2,037.13 $940.22 $11.7527	$25,425.90 $2,118.83 $977.92 $12.2240	$26,445.00 $2,203.75 $1,017.11 $12.7139
32	$22,820.10 $1,901.68 $877.69 $10.9712	$23,736.00 $1,978.00 $912.92 $11.4116	$24,677.70 $2,056.48 $949.14 $11.8642	$25,671.00 $2,139.25 $987.34 $12.3419	$26,690.10 $2,224.18 $1,026.54 $12.8317
33	$23,052.30 $1,921.03 $886.63 $11.0829	$23,968.20 $1,997.35 $921.86 $11.5231	$24,922.80 $2,076.90 $958.57 $11.9822	$25,916.10 $2,159.68 $996.77 $12.4597	$26,948.10 $2,245.68 $1,036.46 $12.9558
34	$23,271.60 $1,939.30 $895.07 $11.1883	$24,200.40 $2,016.70 $930.79 $11.6348	$25,167.90 $2,097.33 $967.99 $12.1000	$26,174.10 $2,181.18 $1,006.69 $12.5837	$27,219.00 $2,268.25 $1,046.89 $13.0861
35	$23,503.80 $1,958.65 $903.99 $11.2999	$24,445.50 $2,037.13 $940.22 $11.7527	$25,425.90 $2,118.83 $977.92 $12.2240	$26,445.00 $2,203.75 $1,017.11 $12.7139	$27,502.80 $2,291.90 $1,057.80 $13.2225
36	$23,736.00 $1,978.00 $912.92 $11.4116	$24,677.70 $2,056.48 $949.14 $11.8642	$25,671.00 $2,139.25 $987.34 $12.3419	$26,690.10 $2,224.18 $1,026.54 $12.8317	$27,760.80 $2,313.40 $1,067.72 $13.3466
37	$23,968.20 $1,997.35 $921.86 $11.5231	$24,922.80 $2,076.90 $958.57 $11.9822	$25,916.10 $2,159.68 $996.77 $12.4597	$26,948.10 $2,245.68 $1,036.46 $12.9558	$28,031.70 $2,335.98 $1,078.15 $13.4767
38	$24,200.40 $2,016.70	$25,167.90 $2,097.33	$26,174.10 $2,181.18	$27,219.00 $2,268.25	$28,315.50 $2,359.63

CITY OF COMPTON
SALARY RANGES
SEIU LOCAL 721

	STEP A	STEP B	STEP C	STEP D	STEP E
RANGE #	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY
38	$930.79 $11.6348	$967.99 $12.1000	$1,006.69 $12.5837	$1,046.89 $13.0861	$1,089.06 $13.6133
39	$24,445.50 $2,037.13 $940.22 $11.7527	$25,425.90 $2,118.83 $977.92 $12.2240	$26,445.00 $2,203.75 $1,017.11 $12.7139	$27,502.80 $2,291.90 $1,057.80 $13.2225	$28,599.30 $2,383.28 $1,100.33 $13.7497
40	$24,677.70 $2,056.48 $949.14 $11.8642	$25,671.00 $2,139.25 $987.34 $12.3419	$26,690.10 $2,224.18 $1,026.54 $12.8210	$27,760.80 $2,313.40 $1,067.72 $13.3466	$28,870.20 $2,405.85 $1,110.39 $13.8799
41	$24,922.80 $2,076.90 $958.57 $11.9822	$25,916.10 $2,159.68 $996.77 $12.4597	$26,948.10 $2,245.68 $1,036.46 $12.9558	$28,031.70 $2,335.98 $1,078.14 $13.4767	$29,154.00 $2,429.50 $1,121.23 $14.0164
42	$25,167.90 $2,097.33 $967.99 $12.1000	$26,174.10 $2,181.18 $1,006.69 $12.5837	$27,219.00 $2,268.25 $1,046.89 $13.0861	$28,315.50 $2,359.63 $1,089.06 $13.6133	$29,450.70 $2,454.23 $1,132.72 $14.1590
43	$25,425.90 $2,118.83 $977.92 $12.2240	$26,445.00 $2,203.75 $1,017.11 $12.7139	$27,502.80 $2,291.90 $1,057.80 $13.2225	$28,599.30 $2,383.28 $1,099.97 $13.7497	$29,747.40 $2,478.95 $1,144.13 $14.3016
44	$25,671.00 $2,139.25 $987.34 $12.3419	$26,690.10 $2,224.18 $1,026.54 $12.8317	$27,760.80 $2,313.40 $1,067.72 $13.3466	$28,870.20 $2,405.85 $1,110.39 $13.8799	$30,031.20 $2,502.60 $1,155.04 $14.4381
45	$25,916.10 $2,159.68 $1,045.15 $12.4597	$26,948.10 $2,245.68 $1,036.46 $12.9558	$28,031.70 $2,335.98 $1,078.15 $13.4767	$29,154.00 $2,429.50 $1,121.31 $14.0164	$30,315.00 $2,526.25 $1,165.97 $14.5745

CITY OF COMPTON

SALARY RANGES

SEIU LOCAL 721

	STEP A	STEP B	STEP C	STEP D	STEP E
RANGE #	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY
46	$26,174.10 $2,181.18 $1,006.69 $12.5837	$27,219.00 $2,268.25 $1,046.89 $13.0861	$28,315.50 $2,359.63 $1,089.06 $13.6133	$29,450.70 $2,454.23 $1,131.98 $14.1590	$30,624.60 $2,552.05 $1,177.87 $14.7234
47	$26,445.00 $2,203.75 $1,017.11 $12.7139	$27,502.80 $2,291.90 $1,057.80 $13.2225	$28,599.30 $2,383.28 $1,109.65 $13.7497	$29,747.40 $2,478.95 $1,144.13 $14.3016	$30,934.20 $2,577.85 $1,189.78 $14.8722
48	$26,690.10 $2,224.18 $1,026.54 $12.8210	$27,760.80 $2,313.40 $1,067.72 $13.3466	$28,870.20 $2,405.85 $1,110.39 $13.8799	$30,031.20 $2,502.60 $1,155.04 $14.4381	$31,230.90 $2,602.58 $1,206.15 $15.0148
49	$26,948.10 $2,245.68 $1,036.46 $12.9558	$28,031.70 $2,335.98 $1,078.15 $13.4767	$29,154.00 $2,429.50 $1,121.31 $14.0164	$30,315.00 $2,526.25 $1,165.97 $14.5745	$31,527.60 $2,627.30 $1,212.60 $15.1575
50	$27,219.00 $2,268.25 $1,046.89 $13.0861	$28,315.50 $2,359.63 $1,089.06 $13.6133	$29,450.70 $2,454.23 $1,132.72 $14.1590	$30,624.60 $2,552.05 $1,177.87 $14.7234	$31,850.10 $2,654.18 $1,225.01 $15.3125
51	$27,502.80 $2,291.90 $1,057.80 $13.2225	$28,599.30 $2,383.28 $1,099.97 $13.7497	$29,747.40 $2,478.95 $1,144.13 $14.3016	$30,934.20 $2,577.85 $1,189.78 $14.8722	$32,172.60 $2,681.05 $1,237.41 $15.4676
52	$27,760.80 $2,313.40 $1,067.72 $13.3466	$28,870.20 $2,405.85 $1,110.39 $13.8799	$30,031.20 $2,502.60 $1,155.04 $14.4381	$31,230.90 $2,602.58 $1,206.15 $15.0148	$32,482.20 $2,706.85 $1,249.31 $15.6164
53	$28,031.70 $2,335.98	$29,154.00 $2,429.50	$30,315.00 $2,526.25	$31,527.60 $2,627.30	$32,791.80 $2,732.65

CITY OF COMPTON
SALARY RANGES
SEIU LOCAL 721

	STEP A	STEP B	STEP C	STEP D	STEP E
RANGE #	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY
53	$1,078.14 $13.4767	$1,121.31 $14.0164	$1,165.97 $14.5745	$1,209.38 $15.1575	$1,261.22 $15.7653
54	$28,315.50 $2,359.63 $1,089.06 $13.6133	$29,450.70 $2,454.23 $1,132.72 $14.1590	$30,624.60 $2,552.05 $1,177.87 $14.7234	$31,850.10 $2,654.18 $1,225.01 $15.3125	$33,127.20 $2,760.60 $1,274.12 $15.9266
55	$28,599.30 $2,383.28 $1,099.97 $13.7497	$29,747.40 $2,478.95 $1,144.13 $14.3016	$30,934.20 $2,577.85 $1,189.78 $14.8722	$32,172.60 $2,681.05 $1,237.41 $15.4676	$33,462.60 $2,788.55 $1,287.02 $16.0878
56	$28,870.20 $2,405.85 $1,110.39 $13.8799	$30,031.20 $2,502.60 $1,155.04 $14.4381	$31,230.90 $2,602.58 $1,206.15 $15.0148	$32,482.20 $2,706.85 $1,249.31 $15.6164	$33,785.10 $2,815.43 $1,299.43 $16.2428
57	$29,154.00 $2,429.50 $1,120.24 $14.0164	$30,315.00 $2,526.25 $1,165.97 $14.5745	$31,527.60 $2,627.30 $1,212.60 $15.1575	$32,791.80 $2,732.65 $1,261.22 $15.7653	$34,107.60 $2,842.30 $1,311.83 $16.3978
58	$29,450.70 $2,454.23 $1,132.72 $14.1590	$30,624.60 $2,552.05 $1,177.87 $14.7234	$31,850.10 $2,654.18 $1,225.01 $15.3125	$33,127.20 $2,760.60 $1,274.12 $15.9266	$34,455.90 $2,871.33 $1,325.23 $16.5653
59	$29,747.40 $2,478.95 $1,144.13 $14.3016	$30,934.20 $2,577.85 $1,189.78 $14.8722	$32,172.60 $2,681.05 $1,237.41 $15.4676	$33,462.60 $2,788.55 $1,287.02 $16.0878	$34,804.20 $2,900.35 $1,338.62 $16.7328
60	$30,031.20 $2,502.60 $1,155.04 $14.4381	$31,230.90 $2,602.58 $1,206.15 $15.0148	$32,482.20 $2,706.85 $1,249.31 $15.6164	$33,785.10 $2,815.43 $1,299.43 $16.2428	$35,139.60 $2,928.30 $1,351.52 $16.8941

CITY OF COMPTON

SALARY RANGES

SEIU LOCAL 721

	STEP A	STEP B	STEP C	STEP D	STEP E
RANGE #	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY
61	$30,315.00 $2,526.25 $1,165.97 $14.5744	$31,527.60 $2,627.30 $1,212.60 $15.1575	$32,791.80 $2,732.65 $1,261.22 $15.7652	$34,107.60 $2,842.30 $1,311.83 $16.3978	$35,475.00 $2,956.25 $1,364.42 $17.0552
62	$30,624.60 $2,552.05 $1,177.87 $14.7233	$31,850.10 $2,654.18 $1,225.01 $15.3125	$33,127.20 $2,760.60 $1,274.12 $15.9264	$34,455.90 $2,871.33 $1,325.23 $16.5653	$35,836.20 $2,986.35 $1,378.31 $17.2289
63	$30,934.20 $2,577.85 $1,189.78 $14.8722	$32,172.60 $2,681.05 $1,237.41 $15.4676	$33,462.60 $2,788.55 $1,287.02 $16.0878	$34,804.20 $2,900.35 $1,338.62 $16.7327	$36,197.40 $3,016.45 $1,392.21 $17.4025
64	$31,230.90 $2,602.58 $1,201.18 $15.0148	$32,482.20 $2,706.85 $1,249.31 $15.6164	$33,785.10 $2,815.43 $1,299.43 $16.2428	$35,139.60 $2,928.30 $1,351.52 $16.8939	$36,545.70 $3,045.48 $1,405.61 $17.5700
65	$31,527.60 $2,627.30 $1,212.60 $15.1575	$32,791.80 $2,732.65 $1,261.22 $15.7652	$34,107.60 $2,842.30 $1,311.83 $16.3978	$35,475.00 $2,956.25 $1,364.42 $17.0552	$36,894.00 $3,074.50 $1,419.00 $17.7375
66	$31,850.10 $2,654.18 $1,225.01 $15.3125	$33,127.20 $2,760.60 $1,274.12 $15.9264	$34,455.90 $2,871.33 $1,325.23 $16.5653	$35,836.20 $2,986.35 $1,378.31 $17.2289	$37,268.10 $3,105.68 $1,433.38 $17.9173
67	$32,172.60 $2,681.05 $1,237.41 $15.4676	$33,462.60 $2,788.55 $1,287.02 $16.0878	$34,804.20 $2,900.35 $1,338.62 $16.7327	$36,197.40 $3,016.45 $1,392.21 $17.4025	$37,642.20 $3,136.85 $1,447.78 $18.0972
68	$32,482.20 $2,706.85	$33,785.10 $2,815.43	$35,139.60 $2,928.30	$36,545.70 $3,045.48	$38,003.40 $3,166.95

CITY OF COMPTON

SALARY RANGES

SEIU LOCAL 721

	STEP A	STEP B	STEP C	STEP D	STEP E
RANGE #	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY
68	$1,249.31 $15.6164	$1,299.43 $16.2428	$1,351.52 $16.8939	$1,405.61 $17.5700	$1,461.67 $18.2708
69	$32,791.80 $2,732.65 $1,261.22 $15.7652	$34,107.60 $2,842.30 $1,311.83 $16.3978	$35,475.00 $2,956.25 $1,364.42 $17.0552	$36,894.00 $3,074.50 $1,419.00 $17.7375	$38,364.60 $3,197.05 $1,475.57 $18.4444
70	$33,127.20 $2,760.60 $1,274.12 $15.9264	$34,455.90 $2,871.33 $1,325.23 $16.5653	$35,836.20 $2,986.35 $1,378.31 $17.2289	$37,268.10 $3,105.68 $1,433.38 $17.9173	$38,751.60 $3,229.30 $1,490.44 $18.6305
71	$33,462.60 $2,788.55 $1,287.02 $16.0878	$34,804.20 $2,900.35 $1,338.62 $16.7327	$36,197.40 $3,016.45 $1,392.21 $17.4025	$37,642.20 $3,136.85 $1,447.78 $18.0972	$39,151.50 $3,262.63 $1,505.83 $18.8228
72	$33,785.10 $2,815.43 $1,299.43 $16.2428	$35,139.60 $2,928.30 $1,351.52 $16.8939	$36,545.70 $3,045.48 $1,405.61 $17.5700	$38,003.40 $3,166.95 $1,461.67 $18.2708	$39,525.60 $3,293.80 $1,520.21 $19.0027
73	$34,107.60 $2,842.30 $1,311.83 $16.3978	$35,475.00 $2,956.25 $1,364.42 $17.0552	$36,894.00 $3,074.50 $1,419.00 $17.7375	$38,364.60 $3,197.05 $1,475.57 $18.4444	$39,899.70 $3,324.98 $1,534.61 $19.1825
74	$34,455.90 $2,871.33 $1,325.23 $16.5653	$35,836.20 $2,986.35 $1,378.31 $17.2289	$37,268.10 $3,105.68 $1,433.38 $17.9173	$38,751.60 $3,229.30 $1,490.44 $18.6305	$40,299.60 $3,358.30 $1,549.99 $19.3752
75	$34,804.20 $2,900.35 $1,338.62 $16.7327	$36,197.40 $3,016.45 $1,392.21 $17.4025	$37,642.20 $3,136.85 $1,447.78 $18.0972	$39,151.50 $3,262.63 $1,505.83 $18.8228	$40,712.40 $3,392.70 $1,565.87 $19.5732

CITY OF COMPTON

SALARY RANGES

SEIU LOCAL 721

	STEP A	STEP B	STEP C	STEP D	STEP E
RANGE #	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY
76	$35,139.60 $2,928.30 $1,351.52 $16.8939	$36,545.70 $3,045.48 $1,405.61 $17.5700	$38,003.40 $3,166.95 $1,461.67 $18.2708	$39,525.60 $3,293.80 $1,520.21 $19.0027	$41,099.40 $3,424.95 $1,580.25 $19.7593
77	$35,475.00 $2,956.25 $1,364.42 $17.0552	$36,894.00 $3,074.50 $1,419.00 $17.7375	$38,364.60 $3,197.05 $1,475.57 $18.4444	$39,899.70 $3,324.98 $1,534.61 $19.1825	$41,499.30 $3,458.28 $1,596.13 $19.9516
78	$35,836.20 $2,986.35 $1,378.31 $17.2289	$37,268.10 $3,105.68 $1,433.38 $17.9173	$38,751.60 $3,229.30 $1,490.44 $18.6305	$40,299.60 $3,358.30 $1,549.99 $19.3752	$41,912.10 $3,492.68 $1,612.01 $20.1500
79	$36,197.40 $3,016.45 $1,392.21 $17.4025	$37,642.20 $3,136.85 $1,447.78 $18.0972	$39,151.50 $3,262.63 $1,505.83 $18.8225	$40,712.40 $3,392.70 $1,565.87 $19.5732	$42,337.80 $3,528.15 $1,628.38 $20.3547
80	$36,545.70 $3,045.48 $1,405.61 $17.5700	$38,003.40 $3,166.95 $1,461.67 $18.2708	$39,525.60 $3,293.80 $1,520.21 $18.9382	$41,099.40 $3,424.95 $1,580.74 $19.7593	$42,750.60 $3,562.55 $1,644.26 $20.5531
81	$36,894.00 $3,074.50 $1,419.00 $17.7375	$38,364.60 $3,197.05 $1,475.57 $18.4444	$39,899.70 $3,324.98 $1,534.61 $19.1825	$41,499.30 $3,458.28 $1,596.13 $19.9516	$43,163.40 $3,596.95 $1,660.13 $20.7516
82	$37,268.10 $3,105.68 $1,433.38 $17.9173	$38,751.60 $3,229.30 $1,490.44 $18.6305	$40,299.60 $3,358.30 $1,549.99 $19.3752	$41,912.10 $3,492.68 $1,612.01 $20.1500	$43,589.10 $3,632.43 $1,676.51 $20.9563
83	$37,642.20 $3,136.85	$39,151.50 $3,262.63	$40,712.40 $3,392.70	$42,337.80 $3,528.15	$44,027.70 $3,668.98

CITY OF COMPTON
SALARY RANGES
SEIU LOCAL 721

	STEP A	STEP B	STEP C	STEP D	STEP E
RANGE #	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY
83	$1,447.78 $18.0972	$1,505.83 $18.8228	$1,565.87 $19.5732	$1,628.38 $20.3547	$1,693.37 $21.1671
84	$38,003.40 $3,166.95 $1,461.67 $18.2708	$39,525.60 $3,293.80 $1,520.21 $19.0027	$41,099.40 $3,424.95 $1,580.74 $19.7593	$42,750.60 $3,562.55 $1,644.26 $20.5531	$44,453.40 $3,704.45 $1,709.74 $21.3718
85	$38,364.60 $3,197.05 $1,475.57 $18.4444	$39,899.70 $3,324.98 $1,534.61 $19.1825	$41,499.30 $3,458.28 $1,596.13 $19.9516	$43,163.40 $3,596.95 $1,660.13 $20.7516	$44,892.00 $3,741.00 $1,726.61 $21.5827
86	$38,751.60 $3,229.30 $1,490.44 $18.6305	$40,299.60 $3,358.30 $1,549.99 $19.3752	$41,912.10 $3,492.68 $1,612.01 $20.1500	$43,589.10 $3,632.43 $1,676.51 $20.9563	$45,343.50 $3,778.63 $1,743.98 $21.7997
87	$39,151.50 $3,262.63 $1,505.83 $18.8228	$40,712.40 $3,392.70 $1,565.87 $19.3797	$42,337.80 $3,528.15 $1,628.38 $20.3547	$44,027.70 $3,668.98 $1,693.37 $21.1671	$45,795.00 $3,816.25 $1,761.34 $22.0168
88	$39,525.60 $3,293.80 $1,520.21 $19.0027	$41,099.40 $3,424.95 $1,580.74 $19.7593	$42,750.60 $3,562.55 $1,644.26 $20.5531	$44,453.40 $3,704.45 $1,709.74 $21.3718	$46,233.60 $3,852.80 $1,778.21 $22.2277
89	$39,899.70 $3,324.98 $1,534.61 $19.1825	$41,499.30 $3,458.28 $1,596.13 $19.9516	$43,163.40 $3,596.95 $1,660.13 $20.7516	$44,892.00 $3,741.00 $1,726.61 $21.5827	$46,685.10 $3,890.43 $1,795.58 $22.4447
90	$40,299.60 $3,358.30 $1,549.99 $19.3752	$41,912.10 $3,492.68 $1,612.01 $20.1500	$43,589.10 $3,632.43 $1,676.51 $20.9563	$45,343.50 $3,778.63 $1,743.98 $21.7997	$47,149.50 $3,929.13 $1,813.44 $22.6680

CITY OF COMPTON

SALARY RANGES

SEIU LOCAL 721

	STEP A	STEP B	STEP C	STEP D	STEP E
RANGE #	**ANNUAL MONTHLY BI-WEEKLY HOURLY**	**ANNUAL MONTHLY BI-WEEKLY HOURLY**	**ANNUAL MONTHLY BI-WEEKLY HOURLY**	**ANNUAL MONTHLY BI-WEEKLY HOURLY**	**ANNUAL MONTHLY BI-WEEKLY HOURLY**
91	$40,712.40 $3,392.70 $1,565.87 $19.5732	$42,337.80 $3,528.15 $1,628.38 $20.3547	$44,027.70 $3,668.98 $1,693.37 $21.1671	$45,795.00 $3,816.25 $1,761.34 $22.0168	$47,626.80 $3,968.90 $1,831.80 $22.8975
92	$41,099.40 $3,424.95 $1,580.74 $19.7593	$42,750.60 $3,562.55 $1,644.26 $20.5531	$44,453.40 $3,704.45 $1,709.74 $21.3718	$46,233.60 $3,852.80 $1,778.21 $22.2277	$48,091.20 $4,007.60 $1,849.67 $23.1207
93	$41,499.30 $3,458.28 $1,596.13 $19.9516	$43,163.40 $3,596.95 $1,660.13 $20.7516	$44,892.00 $3,741.00 $1,726.61 $21.5827	$46,685.10 $3,890.43 $1,795.58 $22.4447	$48,555.60 $4,046.30 $1,867.52 $23.3439
94	$41,912.10 $3,492.68 $1,612.01 $20.1500	$43,589.10 $3,632.43 $1,676.51 $20.9563	$45,343.50 $3,778.63 $1,743.98 $21.7997	$47,149.50 $3,929.13 $1,813.44 $22.6680	$49,045.80 $4,087.15 $1,886.38 $23.5797
95	$42,337.80 $3,528.15 $1,628.38 $20.3547	$44,027.70 $3,668.98 $1,693.37 $21.1671	$45,795.00 $3,816.25 $1,761.34 $22.0168	$47,626.80 $3,968.90 $1,831.80 $22.8975	$49,536.00 $4,128.00 $1,905.23 $23.8153
96	$42,750.60 $3,562.55 $1,644.26 $20.5531	$44,453.40 $3,704.45 $1,709.74 $21.3718	$46,233.60 $3,852.80 $1,778.21 $22.2277	$48,091.20 $4,007.60 $1,849.67 $23.1207	$50,013.30 $4,167.78 $1,923.58 $24.0448
97	$43,163.40 $3,596.95 $1,660.13 $20.7516	$44,892.00 $3,741.00 $1,726.61 $21.5827	$46,685.10 $3,890.43 $1,795.58 $22.4447	$48,555.60 $4,046.30 $1,867.52 $23.3439	$50,503.50 $4,208.63 $1,942.44 $24.2805
98	$43,589.10 $3,632.43	$45,343.50 $3,778.63	$47,149.50 $3,929.13	$49,045.80 $4,087.15	$51,006.60 $4,250.55

CITY OF COMPTON

SALARY RANGES

SEIU LOCAL 721

	STEP A	STEP B	STEP C	STEP D	STEP E
RANGE #	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY
98	$1,676.51 $20.9563	$1,743.98 $21.7997	$1,813.44 $22.6680	$1,886.38 $23.5797	$1,961.79 $24.5224
99	$44,027.70 $3,668.98 $1,693.37 $21.1671	$45,795.00 $3,816.25 $1,761.34 $22.0168	$47,626.80 $3,968.90 $1,831.80 $22.8975	$49,536.00 $4,128.00 $1,905.23 $23.8153	$51,522.60 $4,293.55 $1,981.63 $24.7705
100	$44,453.40 $3,704.45 $1,709.74 $21.3718	$46,233.60 $3,852.80 $1,778.21 $22.2277	$48,091.20 $4,007.60 $1,849.67 $23.1207	$50,013.30 $4,167.78 $1,923.58 $24.0448	$52,025.70 $4,335.48 $2,000.98 $25.0123
101	$44,892.00 $3,741.00 $1,726.61 $21.5827	$46,685.10 $3,890.43 $1,795.58 $22.4447	$48,555.60 $4,046.30 $1,867.52 $23.3439	$50,503.50 $4,208.63 $1,942.44 $24.2805	$52,528.80 $4,377.40 $2,020.33 $25.2542
102	$45,343.50 $3,778.63 $1,743.98 $21.7997	$47,149.50 $3,929.13 $1,813.44 $22.6680	$49,045.80 $4,087.15 $1,886.38 $23.5797	$51,006.60 $4,250.55 $1,961.79 $24.5224	$53,057.70 $4,421.48 $2,040.68 $25.5085
103	$45,795.00 $3,816.25 $1,761.34 $22.0168	$47,626.80 $3,968.90 $1,831.80 $22.8975	$49,536.00 $4,128.00 $1,905.23 $23.8153	$51,522.60 $4,293.55 $1,981.63 $24.7705	$53,586.60 $4,465.55 $2,061.02 $25.7627
104	$46,233.60 $3,852.80 $1,778.21 $22.2277	$48,091.20 $4,007.60 $1,849.67 $23.1207	$50,013.30 $4,167.78 $1,923.58 $24.0448	$52,025.70 $4,335.48 $2,000.98 $25.0123	$54,102.60 $4,508.55 $2,080.87 $26.0108
105	$46,685.10 $3,890.43 $1,795.58 $22.4447	$48,555.60 $4,046.30 $1,867.52 $23.3439	$50,503.50 $4,208.63 $1,942.44 $24.2805	$52,528.80 $4,377.40 $2,020.33 $25.2542	$54,631.50 $4,552.63 $2,101.22 $26.2650

CITY OF COMPTON

SALARY RANGES

SEIU LOCAL 721

	STEP A	STEP B	STEP C	STEP D	STEP E
RANGE #	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY
106	$47,149.50 $3,929.13 $1,813.44 $22.6680	$49,045.80 $4,087.15 $1,886.38 $23.5797	$51,006.60 $4,250.55 $1,961.79 $24.5224	$53,057.70 $4,421.48 $2,040.68 $25.5085	$55,173.30 $4,597.78 $2,122.05 $26.5256
107	$47,626.80 $3,968.90 $1,831.80 $22.8975	$49,536.00 $4,128.00 $1,905.23 $23.8153	$51,522.60 $4,293.55 $1,981.63 $24.7705	$53,586.60 $4,465.55 $2,061.02 $25.7627	$55,728.00 $4,644.00 $2,143.39 $26.7922
108	$48,091.20 $4,007.60 $1,849.67 $23.1207	$50,013.30 $4,167.78 $1,923.58 $24.0771	$52,025.70 $4,335.48 $2,000.98 $25.0123	$54,102.60 $4,508.55 $2,080.87 $26.0108	$56,282.70 $4,690.23 $2,164.73 $27.0589
109	$48,555.60 $4,046.30 $1,867.52 $23.3439	$50,503.50 $4,208.63 $1,942.44 $24.2805	$52,528.80 $4,377.40 $2,020.33 $25.2542	$54,631.50 $4,552.63 $2,101.22 $26.2650	$56,850.30 $4,737.53 $2,186.38 $27.3319
110	$49,045.80 $4,087.15 $1,886.38 $23.5797	$51,006.60 $4,250.55 $1,961.79 $24.5224	$53,057.70 $4,421.48 $2,040.68 $25.5085	$55,173.30 $4,597.78 $2,122.05 $26.5265	$57,417.90 $4,784.83 $2,208.38 $27.6047
111	$49,536.00 $4,128.00 $1,905.23 $23.8153	$51,522.60 $4,293.55 $1,981.63 $24.7705	$53,586.60 $4,465.55 $2,061.02 $25.7627	$55,728.00 $4,644.00 $2,143.39 $26.7922	$57,985.50 $4,832.13 $2,230.22 $27.8775
112	$50,013.30 $4,167.78 $1,923.58 $24.0448	$52,025.70 $4,335.48 $2,000.98 $25.0123	$54,102.60 $4,508.55 $2,080.87 $26.0108	$56,282.70 $4,690.23 $2,164.72 $27.0589	$58,566.00 $4,880.50 $2,252.53 $28.1567
113	$50,503.50 $4,208.63	$52,528.80 $4,377.40	$54,631.50 $4,552.63	$56,850.30 $4,737.53	$59,159.40 $4,929.95

CITY OF COMPTON
SALARY RANGES
SEIU LOCAL 721

	STEP A	STEP B	STEP C	STEP D	STEP E
RANGE #	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY
113	$1,942.44 $24.2805	$2,020.33 $25.2542	$2,101.22 $26.2650	$2,186.38 $27.3319	$2,275.37 $28.4419
114	$51,006.60 $4,250.55 $1,961.79 $24.5224	$53,057.70 $4,421.48 $2,040.68 $25.5085	$55,173.30 $4,597.78 $2,122.05 $26.5265	$57,417.90 $4,784.83 $2,208.38 $27.6047	$59,752.80 $4,979.40 $2,298.19 $28.7272
115	$51,522.60 $4,293.55 $1,981.63 $24.7705	$53,586.60 $4,465.55 $2,061.02 $25.7627	$55,728.00 $4,644.00 $2,143.39 $26.7922	$57,985.50 $4,832.13 $2,230.22 $27.8775	$60,346.20 $5,028.85 $2,321.01 $29.0125
116	$52,025.70 $4,335.48 $2,000.98 $25.0123	$54,102.60 $4,508.55 $2,080.87 $26.0108	$56,282.70 $4,690.23 $2,164.72 $27.0589	$58,566.00 $4,880.50 $2,252.53 $28.1567	$60,952.50 $5,079.38 $2,236.83 $29.3041
117	$52,528.80 $4,377.40 $2,020.33 $25.2542	$54,631.50 $4,552.63 $2,101.22 $26.2650	$56,850.30 $4,737.53 $2,186.38 $27.3319	$59,159.40 $4,929.95 $2,275.37 $28.4419	$61,558.80 $5,129.90 $2,367.64 $29.5955
118	$53,057.70 $4,421.48 $2,040.68 $25.5085	$55,173.30 $4,597.78 $2,122.05 $26.5265	$57,417.90 $4,784.83 $2,208.38 $27.6047	$59,752.80 $4,979.40 $2,298.19 $28.7272	$62,178.00 $5,181.50 $2,391.47 $29.8932
119	$53,586.60 $4,465.55 $2,061.02 $25.7627	$55,728.00 $4,644.00 $2,143.39 $26.7922	$57,985.50 $4,832.13 $2,230.22 $27.8775	$60,346.20 $5,028.85 $2,321.01 $29.0125	$62,797.20 $5,233.10 $2,415.28 $30.1909
120	$54,102.60 $4,508.55 $2,080.87 $26.0108	$56,282.70 $4,690.23 $2,164.72 $27.0589	$58,566.00 $4,880.50 $2,252.53 $28.1567	$60,952.50 $5,079.38 $2,344.33 $29.3041	$63,429.30 $5,285.78 $2,439.58 $30.4948

CITY OF COMPTON

SALARY RANGES

SEIU LOCAL 721

	STEP A	STEP B	STEP C	STEP D	STEP E
RANGE #	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY
121	$54,644.40 $4,553.70 $2,101.22 $26.2650	$56,850.30 $4,737.53 $2,186.55 $27.3319	$59,159.40 $4,929.95 $2,275.37 $28.4420	$61,558.80 $5,129.90 $2,367.64 $29.5956	$64,061.40 $5,338.45 $2,463.90 $30.7988
122	$55,173.30 $4,597.78 $2,122.05 $26.5256	$57,417.90 $4,784.83 $2,208.38 $27.6047	$59,752.80 $4,979.40 $2,298.19 $28.7273	$62,178.00 $5,181.50 $2,391.47 $29.8933	$64,706.40 $5,392.20 $2,488.71 $31.1089
123	$55,728.00 $4,644.00 $2,143.39 $26.7922	$57,985.50 $4,832.13 $2,230.22 $27.8777	$60,346.20 $5,028.85 $2,321.01 $29.0125	$62,797.20 $5,233.10 $2,415.28 $30.1909	$65,351.40 $5,445.95 $2,513.51 $31.4189
124	$56,282.70 $4,690.23 $2,164.73 $27.0589	$58,566.00 $4,880.50 $2,252.53 $28.1567	$60,952.50 $5,079.38 $2,344.33 $29.3041	$63,429.30 $5,285.78 $2,439.58 $30.4948	$66,009.30 $5,500.78 $2,538.82 $31.7353
125	$56,850.30 $4,737.53 $2,186.55 $27.3319	$59,159.40 $4,929.95 $2,275.37 $28.4420	$61,558.80 $5,129.90 $2,367.64 $29.5956	$64,061.40 $5,338.45 $2,463.90 $30.7988	$66,667.20 $5,555.60 $2,564.12 $32.0516
126	$57,417.90 $4,784.83 $2,208.38 $27.6047	$59,752.80 $4,979.40 $2,298.19 $28.7273	$62,178.00 $5,181.50 $2,391.47 $29.8933	$64,706.40 $5,392.20 $2,488.71 $31.1089	$67,338.00 $5,611.50 $2,589.92 $32.3741
127	$57,985.50 $4,832.13 $2,230.22 $27.8777	$60,346.20 $5,028.85 $2,321.01 $29.0125	$62,797.20 $5,233.10 $2,415.28 $30.1909	$65,351.40 $5,445.95 $2,513.51 $31.4189	$68,008.80 $5,667.40 $2,615.72 $32.6966
128	$58,566.00 $4,880.50	$60,952.50 $5,079.38	$63,429.30 $5,285.78	$66,009.30 $5,500.78	$68,692.50 $5,724.38

CITY OF COMPTON
SALARY RANGES
SEIU LOCAL 721

	STEP A	STEP B	STEP C	STEP D	STEP E
RANGE #	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY
128	$2,252.53 $28.1567	$2,344.33 $29.3041	$2,439.58 $30.4948	$2,538.82 $31.7353	$2,642.02 $33.0253
129	$59,159.40 $4,929.95 $2,275.37 $28.4420	$61,558.80 $5,129.90 $2,367.64 $29.5956	$64,061.40 $5,338.45 $2,463.90 $30.7988	$66,667.20 $5,555.60 $2,564.12 $32.0516	$69,376.20 $5,781.35 $2,668.31 $33.3539
130	$59,752.80 $4,979.40 $2,298.19 $28.7273	$62,178.00 $5,181.50 $2,391.47 $29.8933	$64,706.40 $5,392.20 $2,488.71 $31.1089	$67,338.00 $5,611.50 $2,589.92 $32.3741	$70,072.80 $5,839.40 $2,695.11 $33.6889
131	$60,346.20 $5,028.85 $2,321.01 $29.0125	$62,797.20 $5,233.10 $2,415.28 $30.1909	$65,351.40 $5,445.95 $2,513.51 $31.4189	$68,008.80 $5,667.40 $2,615.72 $32.6966	$70,769.40 $5,897.45 $2,721.90 $34.0238
132	$60,952.50 $5,079.38 $2,344.33 $29.3041	$63,429.30 $5,285.78 $2,439.58 $30.4948	$66,009.30 $5,500.78 $2,538.82 $31.7353	$68,692.50 $5,724.38 $2,642.02 $33.0253	$71,478.90 $5,956.58 $2,749.18 $34.3648
133	$61,558.80 $5,129.90 $2,367.64 $29.5956	$64,061.40 $5,338.45 $2,463.90 $30.7988	$66,667.20 $5,555.60 $2,564.12 $32.0516	$69,376.20 $5,781.35 $2,668.31 $33.3539	$72,188.40 $6,015.70 $2,776.48 $34.7059
134	$62,178.00 $5,181.50 $2,391.47 $29.8933	$64,706.40 $5,392.20 $2,488.71 $31.1089	$67,338.00 $5,611.50 $2,589.92 $32.3741	$70,072.80 $5,839.40 $2,695.11 $33.6889	$72,910.80 $6,075.90 $2,804.27 $35.0533
135	$62,797.20 $5,233.10 $2,630.28 $30.1909	$65,351.40 $5,445.95 $2,513.51 $31.4189	$68,008.80 $5,667.40 $2,615.72 $32.6966	$70,769.40 $5,897.45 $2,721.90 $34.0238	$73,646.10 $6,137.18 $2,832.54 $35.4067

CITY OF COMPTON
SALARY RANGES
SEIU LOCAL 721

	STEP A	STEP B	STEP C	STEP D	STEP E
RANGE #	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY
136	$63,429.30 $5,285.78 $2,439.58 $30.4948	$66,009.30 $5,500.78 $2,538.82 $31.7353	$68,692.50 $5,724.38 $2,642.02 $33.0253	$71,478.90 $5,956.58 $2,749.18 $34.3648	$74,381.40 $6,198.45 $2,860.82 $35.7603
137	$64,061.40 $5,338.45 $2,463.90 $30.7988	$66,667.20 $5,555.60 $2,564.12 $32.0516	$69,376.20 $5,781.35 $2,668.31 $33.3539	$72,188.40 $6,015.70 $2,776.48 $34.7059	$75,129.60 $6,260.80 $2,889.60 $36.1200
138	$64,706.40 $5,392.20 $2,488.71 $31.1089	$67,338.00 $5,611.50 $2,589.92 $32.3741	$70,072.80 $5,839.40 $2,695.11 $33.6889	$72,910.80 $6,075.90 $2,804.27 $35.0533	$75,877.80 $6,323.15 $2,918.38 $36.4797
139	$65,351.40 $5,445.95 $2,513.51 $31.4189	$68,008.80 $5,667.40 $2,615.72 $32.6966	$70,769.40 $5,897.45 $2,721.90 $34.0238	$73,646.10 $6,137.18 $2,832.54 $35.4067	$76,638.90 $6,386.58 $2,947.65 $36.8456
140	$66,009.30 $5,500.78 $2,538.82 $31.7353	$68,692.50 $5,724.38 $2,642.02 $33.0253	$71,478.90 $5,956.58 $2,749.18 $34.3648	$74,381.40 $6,198.45 $2,860.82 $35.7603	$77,400.00 $6,450.00 $2,976.92 $37.2116
141	$66,667.20 $5,555.60 $2,564.12 $32.0516	$69,376.20 $5,781.35 $2,668.31 $33.3539	$72,188.40 $6,015.70 $2,776.48 $34.7059	$75,129.60 $6,260.80 $2,889.60 $36.1200	$78,174.00 $6,514.50 $3,006.69 $37.5836
142	$67,338.00 $5,611.50 $2,589.92 $32.3741	$70,072.80 $5,839.40 $2,695.11 $33.6889	$72,910.80 $6,075.90 $2,804.27 $35.0533	$75,877.80 $6,323.15 $2,918.38 $36.4797	$78,960.90 $6,580.08 $3,036.96 $37.9620
143	$68,008.80 $5,667.40	$70,769.40 $5,897.45	$73,646.10 $6,137.18	$76,638.90 $6,386.58	$79,747.80 $6,645.65

CITY OF COMPTON
SALARY RANGES
SEIU LOCAL 721

	STEP A	STEP B	STEP C	STEP D	STEP E
RANGE #	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY
143	$2,615.72 $32.6966	$2,721.90 $34.0238	$2,832.54 $35.4067	$2,947.65 $36.8456	$3,067.22 $38.3403
144	$68,692.50 $5,724.38 $2,642.02 $33.0253	$71,478.90 $5,956.58 $2,749.18 $34.3648	$74,381.40 $6,198.45 $2,860.82 $35.7603	$77,400.00 $6,450.00 $2,976.92 $37.2116	$80,547.60 $6,712.30 $3,097.99 $38.7248
145	$69,376.20 $5,781.35 $2,668.31 $33.3539	$72,188.40 $6,015.70 $2,776.48 $34.7059	$75,129.60 $6,260.80 $2,889.60 $36.1200	$78,174.00 $6,514.50 $3,006.69 $37.5836	$81,347.40 $6,778.95 $3,128.74 $39.1094
146	$70,072.80 $5,839.40 $2,695.11 $33.6889	$72,910.80 $6,075.90 $2,804.27 $35.0533	$75,877.80 $6,323.15 $2,918.38 $36.4797	$78,960.90 $6,580.08 $3,036.96 $37.9620	$82,160.10 $6,846.68 $3,160.01 $39.5000
147	$70,769.40 $5,897.45 $2,721.90 $34.0238	$73,646.10 $6,137.18 $2,832.54 $35.4067	$76,638.90 $6,386.58 $2,947.65 $36.8456	$79,747.80 $6,645.65 $3,067.22 $38.3403	$82,985.70 $6,915.48 $3,191.76 $39.8970
148	$71,478.90 $5,956.58 $2,749.18 $34.3648	$74,381.40 $6,198.45 $2,860.82 $35.7603	$77,400.00 $6,450.00 $2,976.92 $37.2116	$80,547.60 $6,712.30 $3,097.99 $38.7248	$83,811.30 $6,984.28 $3,223.52 $40.2939
149	$72,188.40 $6,015.70 $2,776.48 $34.7059	$75,129.60 $6,260.80 $2,889.60 $36.1200	$78,174.00 $6,514.50 $3,006.69 $37.5836	$81,347.40 $6,778.95 $3,128.74 $39.1094	$84,649.80 $7,054.15 $3,255.77 $40.6970
150	$72,910.80 $6,075.90 $2,804.27 $35.0533	$75,877.80 $6,323.15 $2,918.38 $36.4797	$78,960.90 $6,580.08 $3,036.96 $37.9620	$82,160.10 $6,846.68 $3,160.01 $39.5000	$85,501.20 $7,125.10 $3,288.51 $41.1064

CITY OF COMPTON

SALARY RANGES

SEIU LOCAL 721

	STEP A	STEP B	STEP C	STEP D	STEP E
RANGE #	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY
151	$73,646.10 $6,137.18 $2,832.54 $35.4067	$76,638.90 $6,386.58 $2,947.65 $36.8456	$79,747.80 $6,645.65 $3,067.22 $38.3403	$82,985.70 $6,915.48 $3,191.76 $39.8970	$86,352.60 $7,196.05 $3,321.26 $41.5156
152	$74,381.40 $6,198.45 $2,860.82 $35.7603	$77,400.00 $6,450.00 $2,976.92 $37.2116	$80,547.60 $6,712.30 $3,097.99 $38.7248	$83,811.30 $6,984.28 $3,223.52 $40.2939	$87,216.90 $7,268.08 $3,354.49 $41.9312
153	$75,129.60 $6,260.80 $2,889.60 $36.1200	$78,174.00 $6,514.50 $3,006.69 $37.5836	$81,347.40 $6,778.95 $3,128.74 $39.1094	$84,649.80 $7,054.15 $3,255.77 $40.6970	$88,094.10 $7,341.18 $3,388.24 $42.3530
154	$75,877.80 $6,323.15 $2,918.38 $36.4797	$78,960.90 $6,580.08 $3,036.96 $37.9620	$82,160.10 $6,846.68 $3,160.01 $39.5000	$85,501.20 $7,125.10 $3,288.51 $41.1064	$88,971.30 $7,414.28 $3,421.97 $42.7747
155	$76,638.90 $6,386.58 $2,947.65 $36.8456	$79,747.80 $6,645.65 $3,067.22 $38.3403	$82,985.70 $6,915.48 $3,191.76 $39.8970	$86,352.60 $7,196.05 $3,321.26 $41.5156	$89,861.40 $7,488.45 $3,456.21 $43.2026
156	$77,400.00 $6,450.00 $2,976.92 $37.2116	$80,547.60 $6,712.30 $3,097.99 $38.7248	$83,811.30 $6,984.28 $3,223.52 $40.2939	$87,216.90 $7,268.08 $3,354.49 $41.9312	$90,751.50 $7,562.63 $3,490.44 $43.6305
157	$78,174.00 $6,514.50 $3,006.69 $37.5836	$81,347.40 $6,778.95 $3,128.74 $39.1094	$84,649.80 $7,054.15 $3,255.77 $40.6970	$88,094.10 $7,341.18 $3,388.24 $42.3530	$91,654.50 $7,637.88 $3,525.17 $44.0647
158	$78,960.90 $6,580.08	$82,160.10 $6,846.68	$85,501.20 $7,125.10	$88,971.30 $7,414.28	$92,570.40 $7,714.20

CITY OF COMPTON
SALARY RANGES
SEIU LOCAL 721

	STEP A	STEP B	STEP C	STEP D	STEP E
RANGE #	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY
158	$3,036.96 $37.9620	$3,160.01 $39.5000	$3,288.51 $41.1064	$3,421.97 $42.7747	$3,560.40 $44.5050
159	$79,747.80 $6,645.65 $3,067.22 $38.3403	$82,985.70 $6,915.48 $3,191.76 $39.8970	$86,352.60 $7,196.05 $3,321.26 $41.5156	$89,861.40 $7,488.45 $3,456.21 $43.2026	$93,499.20 $7,791.60 $3,596.12 $44.9516
160	$80,547.60 $6,712.30 $3,097.99 $38.7248	$83,811.30 $6,984.28 $3,223.52 $40.2939	$87,216.90 $7,268.08 $3,354.49 $41.9312	$90,751.50 $7,562.63 $3,490.44 $43.6305	$94,428.00 $7,869.00 $3,627.54 $45.3981
161	$81,347.40 $6,778.95 $3,128.74 $39.1094	$84,649.80 $7,054.15 $3,255.77 $40.6970	$88,094.10 $7,341.18 $3,388.24 $42.3530	$91,654.50 $7,637.88 $3,525.17 $44.0647	$95,369.70 $7,947.48 $3,668.06 $45.8508
162	$82,160.10 $6,846.68 $3,160.01 $39.5000	$85,501.20 $7,125.10 $3,288.51 $41.1064	$88,971.30 $7,414.28 $3,421.97 $42.7747	$92,570.40 $7,714.20 $3,560.40 $44.5050	$96,324.30 $8,027.03 $3,704.78 $46.3097
163	$82,985.70 $6,915.48 $3,191.76 $39.8970	$86,352.60 $7,196.05 $3,321.26 $41.5156	$89,861.40 $7,488.45 $3,456.21 $43.2026	$93,499.20 $7,791.60 $3,596.12 $44.9516	$97,291.80 $8,107.65 $3,741.99 $46.7749
164	$83,811.30 $6,984.28 $3,223.52 $40.2939	$87,216.90 $7,268.08 $3,354.49 $41.9312	$90,751.50 $7,562.63 $3,490.44 $43.6305	$94,428.00 $7,869.00 $3,627.54 $45.3981	$98,259.30 $8,188.28 $3,779.21 $47.2400
165	$84,649.80 $7,054.15 $3,255.77 $40.6970	$88,094.10 $7,341.18 $3,388.24 $42.3530	$91,654.50 $7,637.88 $3,525.17 $44.0647	$95,369.70 $7,947.48 $3,668.06 $45.8508	$99,239.70 $8,269.98 $3,816.92 $47.7114

CITY OF COMPTON

SALARY RANGES

SEIU LOCAL 721

	STEP A	STEP B	STEP C	STEP D	STEP E
RANGE #	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY
166	$85,501.20 $7,125.10 $3,288.51 $41.1064	$88,971.30 $7,414.28 $3,421.97 $42.7747	$92,570.40 $7,714.20 $3,560.40 $44.5050	$96,324.30 $8,027.03 $3,704.78 $46.3097	$100,233.00 $8,352.75 $3,855.11 $48.1889
167	$86,352.60 $7,196.05 $3,321.26 $41.5156	$89,861.40 $7,488.45 $3,456.21 $43.2026	$93,499.20 $7,791.60 $3,596.12 $44.9516	$97,291.80 $8,107.65 $3,741.99 $46.7749	$101,239.20 $8,436.60 $3,893.81 $48.6727
168	$87,216.90 $7,268.08 $3,354.49 $41.9312	$90,751.50 $7,562.63 $3,490.44 $43.6305	$94,428.00 $7,869.00 $3,627.54 $45.3981	$98,259.30 $8,188.28 $3,779.21 $47.2400	$102,245.40 $8,520.45 $3,932.51 $49.1564
169	$88,094.10 $7,341.18 $3,388.24 $42.3530	$91,654.50 $7,637.88 $3,525.17 $44.0647	$95,369.70 $7,947.48 $3,668.06 $45.8508	$99,239.70 $8,269.98 $3,816.92 $47.7114	$103,264.50 $8,605.38 $3,971.72 $49.6464
170	$88,971.30 $7,414.28 $3,421.97 $42.7747	$92,570.40 $7,714.20 $3,564.70 $44.5050	$96,324.30 $8,027.03 $3,704.78 $46.3097	$100,233.00 $8,352.75 $3,855.11 $48.1889	$104,296.50 $8,691.38 $4,011.41 $50.1425
171	$89,861.40 $7,488.45 $3,456.21 $43.2026	$93,499.20 $7,791.60 $3,596.12 $44.9516	$97,291.80 $8,107.65 $3,741.99 $46.7749	$101,239.20 $8,436.60 $3,893.81 $48.6630	$105,341.40 $8,778.45 $4,051.59 $50.6449
172	$90,751.50 $7,562.63 $3,490.44 $43.6305	$94,428.00 $7,869.00 $3,627.54 $45.3981	$98,259.30 $8,188.28 $3,779.21 $47.2400	$102,245.40 $8,520.45 $3,932.51 $49.1564	$106,399.20 $8,866.60 $4,092.28 $51.1534
173	$91,654.50 $7,637.88	$95,369.70 $7,947.48	$99,239.70 $8,269.98	$103,264.50 $8,605.38	$107,457.00 $8,954.75

CITY OF COMPTON

SALARY RANGES

SEIU LOCAL 721

	STEP A	***STEP B***	***STEP C***	***STEP D***	***STEP E***
RANGE #	***ANNUAL MONTHLY BI-WEEKLY HOURLY***	***ANNUAL MONTHLY BI-WEEKLY HOURLY***	***ANNUAL MONTHLY BI-WEEKLY HOURLY***	***ANNUAL MONTHLY BI-WEEKLY HOURLY***	***ANNUAL MONTHLY BI-WEEKLY HOURLY***
173	*$3,525.17 $44.0647*	*$3,668.06 $45.8508*	*$3,816.92 $47.7114*	*$3,971.72 $49.6464*	*$4,132.97 $51.6620*
174	*$92,570.40 $7,714.20 $3,560.40 $44.5050*	*$96,324.30 $8,027.03 $3,704.78 $46.3097*	*$100,233.00 $8,352.75 $3,855.11 $48.1889*	*$104,296.50 $8,691.38 $4,011.41 $50.1425*	*$108,527.70 $9,043.98 $4,174.14 $52.1767*
175	*$93,499.20 $7,791.60 $3,596.12 $44.9516*	*$97,291.80 $8,107.65 $3,741.99 $46.7749*	*$101,239.20 $8,436.60 $3,893.81 $48.6727*	*$105,341.40 $8,778.45 $4,051.59 $50.6449*	*$109,611.30 $9,134.28 $4,215.82 $52.6978*
176	*$94,428.00 $7,869.00 $3,627.54 $45.3981*	*$98,259.30 $8,188.28 $3,779.21 $47.2400*	*$102,245.40 $8,520.45 $3,932.51 $49.1564*	*$106,399.20 $8,866.60 $4,092.28 $51.1534*	*$110,707.80 $9,225.65 $4,257.99 $53.2249*
177	*$95,369.70 $7,947.48 $3,668.06 $45.8508*	*$99,239.70 $8,269.98 $3,816.92 $47.7114*	*$103,264.50 $8,605.38 $3,971.72 $49.6464*	*$107,457.00 $8,954.75 $4,132.97 $51.6620*	*$111,817.20 $9,318.10 $4,300.67 $53.7583*
178	*$96,324.30 $8,027.03 $3,704.78 $46.3097*	*$100,233.00 $8,352.75 $3,854.04 $48.1889*	*$104,296.50 $8,691.38 $4,011.41 $50.1425*	*$108,527.70 $9,043.98 $4,174.14 $52.1767*	*$112,939.50 $9,411.63 $4,343.83 $54.2978*
179	*$97,291.80 $8,107.65 $3,741.99 $46.7749*	*$101,239.20 $8,436.60 $3,893.81 $48.6727*	*$105,341.40 $8,778.45 $4,051.59 $50.6449*	*$109,611.30 $9,134.28 $4,215.82 $52.6978*	*$114,074.70 $9,506.23 $4,387.48 $54.8436*
180	*$98,259.30 $8,188.28 $3,779.21 $47.2400*	*$102,245.40 $8,520.45 $3,932.51 $49.1564*	*$106,399.20 $8,866.60 $4,092.28 $51.1534*	*$110,707.80 $9,225.65 $4,257.99 $53.2249*	*$115,209.90 $9,600.83 $4,431.15 $55.3894*

CITY OF COMPTON
SALARY RANGES
SEIU LOCAL 721

	STEP A	STEP B	STEP C	STEP D	STEP E
RANGE #	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY
181	$99,239.70 $8,269.98 $3,816.92 $47.7114	$103,264.50 $8,605.38 $3,971.72 $49.6464	$107,457.00 $8,954.75 $4,132.97 $51.6620	$111,817.20 $9,318.10 $4,300.67 $53.7583	$116,358.00 $9,696.50 $4,475.31 $55.9414
182	$100,233.00 $8,352.75 $3,855.11 $48.1889	$104,296.50 $8,691.38 $4,011.41 $50.1425	$108,527.70 $9,043.98 $4,174.14 $52.1767	$112,939.50 $9,411.63 $4,343.83 $54.2978	$117,519.00 $9,793.25 $4,519.97 $56.4995
183	$101,239.20 $8,436.60 $3,893.81 $48.6727	$105,341.40 $8,778.45 $4,051.59 $50.6449	$109,611.30 $9,134.28 $4,215.82 $52.6978	$114,074.70 $9,506.23 $4,387.48 $54.8436	$118,692.90 $9,891.08 $4,565.12 $57.0639
184	$102,245.40 $8,520.45 $3,932.51 $49.1564	$106,399.20 $8,866.60 $4,092.28 $51.1534	$110,707.80 $9,225.65 $4,257.99 $53.2249	$115,209.90 $9,600.83 $4,431.15 $55.3894	$119,879.70 $9,989.98 $4,610.76 $57.6345
185	$103,264.50 $8,605.38 $3,971.72 $49.6464	$107,457.00 $8,954.75 $4,132.97 $51.6599	$111,817.20 $9,318.10 $4,300.67 $53.7583	$116,358.00 $9,696.50 $4,475.31 $55.9414	$121,079.40 $10,089.95 $4,656.90 $58.2113
186	$104,296.50 $8,691.38 $4,011.41 $50.1425	$108,527.70 $9,043.98 $4,174.14 $52.1767	$112,939.50 $9,411.63 $4,343.83 $54.2978	$117,519.00 $9,793.25 $4,519.97 $56.4995	$122,292.00 $10,191.00 $4,703.53 $58.7942
187	$105,341.40 $8,778.45 $4,051.59 $50.6449	$109,611.30 $9,134.28 $4,215.82 $52.6978	$114,074.70 $9,506.23 $4,387.48 $54.8436	$118,692.90 $9,891.08 $4,565.12 $57.0639	$123,517.50 $10,293.13 $4,750.67 $59.3834
188	$106,399.20 $8,866.60	$110,707.80 $9,225.65	$115,209.90 $9,600.83	$119,879.70 $9,989.98	$124,755.90 $10,396.33

CITY OF COMPTON
SALARY RANGES
SEIU LOCAL 721

	STEP A	STEP B	STEP C	STEP D	STEP E
RANGE #	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY
188	$4,092.28 $51.1534	$4,257.99 $53.2249	$4,431.15 $55.3894	$4,610.76 $57.6345	$4,798.31 $59.9788
189	$107,457.00 $8,954.75 $4,132.97 $51.6620	$111,817.20 $9,318.10 $4,300.67 $53.7583	$116,358.00 $9,696.50 $4,475.31 $55.9414	$121,079.40 $10,089.95 $4,656.90 $58.2113	$126,007.20 $10,500.60 $4,846.43 $60.5803
190	$108,527.70 $9,043.98 $4,174.14 $52.1768	$112,939.50 $9,411.63 $4,343.83 $54.2978	$117,519.00 $9,793.25 $4,519.96 $56.4995	$122,292.00 $10,191.00 $4,703.54 $58.7942	$127,271.40 $10,605.95 $4,895.05 $61.1882
191	$109,611.30 $9,134.28 $4,215.82 $52.6977	$114,074.70 $9,506.23 $4,387.49 $54.8436	$118,692.90 $9,891.08 $4,565.11 $57.0639	$123,517.50 $10,293.13 $4,750.67 $59.3834	$128,548.50 $10,712.38 $4,944.17 $61.8022
192	$110,707.80 $9,225.65 $4,257.99 $53.2249	$115,209.90 $9,600.83 $4,431.15 $55.3894	$119,879.70 $9,989.98 $4,610.76 $57.6345	$124,755.90 $10,396.33 $4,798.30 $59.9788	$129,838.50 $10,819.88 $4,993.79 $62.4224
193	$111,817.20 $9,318.10 $4,300.66 $53.7583	$116,358.00 $9,696.50 $4,475.31 $55.9413	$121,079.40 $10,089.95 $4,656.90 $58.2113	$126,007.20 $10,500.60 $4,846.43 $60.5804	$131,141.40 $10,928.45 $5,043.90 $63.0488
194	$112,939.50 $9,411.63 $4,343.83 $54.2978	$117,519.00 $9,793.25 $4,519.96 $56.4995	$122,292.00 $10,191.00 $4,703.54 $58.7942	$127,271.40 $10,605.95 $4,895.05 $61.1882	$132,457.20 $11,038.10 $5,094.51 $63.6813
195	$114,074.70 $9,506.23 $4,387.49 $54.8436	$118,692.90 $9,891.08 $4,565.11 $57.0639	$123,517.50 $10,293.13 $4,750.67 $59.3834	$128,548.50 $10,712.38 $4,944.17 $61.8022	$133,785.90 $11,148.83 $5,145.61 $64.3201

CITY OF COMPTON

SALARY RANGES

SEIU LOCAL 721

	STEP A	STEP B	STEP C	STEP D	STEP E
RANGE #	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY
196	$115,209.90 $9,600.83 $4,431.15 $55.3894	$119,879.70 $9,989.98 $4,610.76 $57.6345	$124,755.90 $10,396.33 $4,798.30 $59.9788	$129,838.50 $10,819.88 $4,993.79 $62.4224	$135,127.50 $11,260.63 $5,197.21 $64.9651
197	$116,358.00 $9,696.50 $4,475.31 $55.9413	$121,079.40 $10,089.95 $4,656.90 $58.2113	$126,007.20 $10,500.60 $4,846.43 $60.5804	$131,141.40 $10,928.45 $5,043.90 $63.0488	$136,482.00 $11,373.50 $5,249.31 $65.6163
198	$117,519.00 $9,793.25 $4,519.96 $56.4995	$122,292.00 $10,191.00 $4,703.54 $58.7942	$127,271.40 $10,605.95 $4,895.05 $61.1882	$132,457.20 $11,038.10 $5,094.51 $63.6813	$137,849.40 $11,487.45 $5,301.90 $66.2738
199	$118,692.90 $9,891.08 $4,565.11 $57.0639	$123,517.50 $10,293.13 $4,750.67 $59.3834	$128,548.50 $10,712.38 $4,944.17 $61.8022	$133,785.90 $11,148.83 $5,145.61 $64.3201	$139,229.70 $11,602.48 $5,354.99 $66.9374
200	$119,879.70 $9,989.98 $4,610.76 $57.6345	$124,755.90 $10,396.33 $4,798.30 $59.9788	$129,838.50 $10,819.88 $4,993.79 $62.4224	$135,127.50 $11,260.63 $5,197.21 $64.9651	$140,622.90 $11,718.58 $5,408.57 $67.6072
201	$121,079.40 $10,089.95 $4,656.90 $58.2113	$126,007.20 $10,500.60 $4,846.43 $60.5804	$131,141.40 $10,928.45 $5,043.90 $63.0488	$136,482.00 $11,373.50 $5,249.31 $65.6163	$142,029.00 $11,835.75 $5,462.65 $68.2832
202	$122,292.00 $10,191.00 $4,703.54 $58.7942	$127,271.40 $10,605.95 $4,895.05 $61.1882	$132,457.20 $11,038.10 $5,094.51 $63.6813	$137,849.40 $11,487.45 $5,301.90 $66.2738	$143,448.00 $11,954.00 $5,517.23 $68.9654
203	$123,517.50 $10,293.13	$128,548.50 $10,712.38	$133,785.90 $11,148.83	$139,229.70 $11,602.48	$144,879.90 $12,073.33

CITY OF COMPTON

SALARY RANGES

SEIU LOCAL 721

	STEP A	STEP B	STEP C	STEP D	STEP E
RANGE #	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY
203	$4,750.67 $59.3834	$4,944.17 $61.8022	$5,145.61 $64.3201	$5,354.99 $66.9374	$5,572.30 $69.6538
204	$124,755.90 $10,396.33 $4,798.30 $59.9788	$129,838.50 $10,819.88 $4,993.79 $62.4224	$135,127.50 $11,260.63 $5,197.21 $64.9651	$140,622.90 $11,718.58 $5,408.57 $67.6072	$146,324.70 $12,193.73 $5,627.87 $70.3484
205	$126,007.20 $10,500.60 $4,846.43 $60.5804	$131,141.40 $10,928.45 $5,043.90 $63.0488	$136,482.00 $11,373.50 $5,249.31 $65.6163	$142,029.00 $11,835.75 $5,462.65 $68.2832	$147,782.40 $12,315.20 $5,683.94 $71.0492
206	$127,271.40 $10,605.95 $4,895.05 $61.1882	$132,457.20 $11,038.10 $5,094.51 $63.6813	$137,849.40 $11,487.45 $5,301.90 $66.2738	$143,448.00 $11,954.00 $5,517.23 $68.9654	$149,265.90 $12,438.83 $5,741.00 $71.7625
207	$128,548.50 $10,712.38 $4,944.17 $61.8022	$133,785.90 $11,148.83 $5,145.61 $64.3201	$139,229.70 $11,602.48 $5,354.99 $66.9374	$144,879.90 $12,073.33 $5,572.30 $69.6538	$150,762.30 $12,563.53 $5,798.55 $72.4819
208	$129,838.50 $10,819.88 $4,993.79 $62.4224	$135,127.50 $11,260.63 $5,197.21 $64.9651	$140,622.90 $11,718.58 $5,408.57 $67.6072	$146,324.70 $12,193.73 $5,627.87 $70.3484	$152,271.60 $12,689.30 $5,856.60 $73.2075
209	$131,141.40 $10,928.45 $5,043.90 $63.0488	$136,482.00 $11,373.50 $5,249.31 $65.6163	$142,029.00 $11,835.75 $5,462.65 $68.2832	$147,782.40 $12,315.20 $5,683.94 $71.0492	$153,793.80 $12,816.15 $5,915.15 $73.9393
210	$132,457.20 $11,038.10 $5,094.51 $63.6813	$137,849.40 $11,487.45 $5,301.90 $66.2738	$143,448.00 $11,954.00 $5,517.23 $68.9654	$149,265.90 $12,438.83 $5,741.00 $71.7625	$155,328.90 $12,944.08 $5,974.19 $74.6774

CITY OF COMPTON

SALARY RANGES

SEIU LOCAL 721

	STEP A	STEP B	STEP C	STEP D	STEP E
RANGE #	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY
211	$133,785.90 $11,148.83 $5,145.61 $64.3201	$139,229.70 $11,602.48 $5,354.99 $66.9374	$144,879.90 $12,073.33 $5,572.30 $69.6538	$150,762.30 $12,563.53 $5,798.55 $72.4819	$156,876.90 $13,073.08 $6,033.73 $75.4216
212	$135,127.50 $11,260.63 $5,197.21 $64.9651	$140,622.90 $11,718.58 $5,408.57 $67.6072	$146,324.70 $12,193.73 $5,627.87 $70.3484	$152,271.60 $12,689.30 $5,856.60 $73.2075	$158,450.70 $13,204.23 $6,094.26 $76.1782
213	$136,482.00 $11,373.50 $5,249.31 $65.6163	$142,029.00 $11,835.75 $5,462.65 $68.2832	$147,782.40 $12,315.20 $5,683.94 $71.0492	$153,793.80 $12,816.15 $5,915.15 $73.9393	$160,037.40 $13,336.45 $6,155.28 $76.9411
214	$137,849.40 $11,487.45 $5,301.90 $66.2738	$143,448.00 $11,954.00 $5,517.23 $68.9654	$149,265.90 $12,438.83 $5,741.00 $71.7625	$155,328.90 $12,944.08 $5,974.19 $74.6774	$161,637.00 $13,469.75 $6,216.81 $77.7101
215	$139,229.70 $11,602.48 $5,354.99 $66.9374	$144,879.90 $12,073.33 $5,572.30 $69.6538	$150,762.30 $12,563.53 $5,798.55 $72.4819	$156,876.90 $13,073.08 $6,033.73 $75.4216	$163,249.50 $13,604.13 $6,278.83 $78.4853
216	$140,622.90 $11,718.58 $5,408.57 $67.6072	$146,324.70 $12,193.73 $5,627.87 $70.3484	$152,271.60 $12,689.30 $5,856.60 $73.2075	$158,450.70 $13,204.23 $6,094.26 $76.1782	$164,887.80 $13,740.65 $6,341.84 $79.2730
217	$142,029.00 $11,835.75 $5,462.65 $68.2832	$147,782.40 $12,315.20 $5,683.94 $71.0492	$153,793.80 $12,816.15 $5,915.15 $73.9393	$160,037.40 $13,336.45 $6,155.28 $76.9411	$166,539.00 $13,878.25 $6,405.35 $80.0668
218	$143,448.00 $11,954.00	$149,265.90 $12,438.83	$155,328.90 $12,944.08	$161,637.00 $13,469.75	$168,203.10 $14,016.93

CITY OF COMPTON

SALARY RANGES

SEIU LOCAL 721

	STEP A	STEP B	STEP C	STEP D	STEP E
RANGE #	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY
218	$5,517.23 $68.9654	$5,741.00 $71.7625	$5,974.19 $74.6774	$6,216.81 $77.7101	$6,469.35 $80.8669
219	$144,879.90 $12,073.33 $5,572.30 $69.6538	$150,762.30 $12,563.53 $5,798.55 $72.4819	$156,876.90 $13,073.08 $6,033.73 $75.4216	$163,249.50 $13,604.13 $6,278.83 $78.4853	$169,880.10 $14,156.68 $6,533.85 $81.6731
220	$146,324.70 $12,193.73 $5,627.87 $70.3484	$152,271.60 $12,689.30 $5,856.60 $73.2075	$158,450.70 $13,204.23 $6,094.26 $76.1782	$164,887.80 $13,740.65 $6,341.84 $79.2730	$171,582.90 $14,298.58 $6,599.34 $82.4918
221	$147,782.40 $12,315.20 $5,683.94 $71.0492	$153,793.80 $12,816.15 $5,915.15 $73.9393	$160,037.40 $13,336.45 $6,155.28 $76.9411	$166,539.00 $13,878.25 $6,405.35 $80.0668	$173,298.60 $14,441.55 $6,665.33 $83.3166
222	$149,265.90 $12,438.83 $5,741.00 $71.7625	$155,328.90 $12,944.08 $5,974.19 $74.6774	$161,637.00 $13,469.75 $6,216.81 $77.7101	$168,203.10 $14,016.93 $6,469.35 $80.8669	$175,027.20 $14,585.60 $6,731.82 $84.1477
223	$150,762.30 $12,563.53 $5,798.55 $72.4819	$156,876.90 $13,073.08 $6,033.73 $75.4216	$163,249.50 $13,604.13 $6,278.83 $78.4853	$169,880.10 $14,156.68 $6,533.85 $81.6731	$176,781.60 $14,731.80 $6,799.29 $84.9912
224	$152,271.60 $12,689.30 $5,856.60 $73.2075	$158,450.70 $13,204.23 $6,094.26 $76.1782	$164,887.80 $13,740.65 $6,341.84 $79.2730	$171,582.90 $14,298.58 $6,599.34 $82.4918	$178,548.90 $14,879.08 $6,867.27 $85.8408
225	$153,793.80 $12,816.15 $5,915.15 $73.9393	$160,037.40 $13,336.45 $6,155.28 $76.9411	$166,539.00 $13,878.25 $6,405.35 $80.0668	$173,298.60 $14,441.55 $6,665.33 $83.3166	$180,329.10 $15,027.43 $6,935.73 $86.6967

CITY OF COMPTON

SALARY RANGES

SEIU LOCAL 721

	STEP A	STEP B	STEP C	STEP D	STEP E
RANGE #	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY
226	$155,328.90 $12,944.08 $5,974.19 $74.6774	$161,637.00 $13,469.75 $6,216.81 $77.7101	$168,203.10 $14,016.93 $6,469.35 $80.8669	$175,027.20 $14,585.60 $6,731.82 $84.1477	$182,135.10 $15,177.93 $7,005.20 $87.5650
227	$156,876.90 $13,073.08 $6,033.73 $75.4216	$163,249.50 $13,604.13 $6,278.83 $78.4853	$169,880.10 $14,156.68 $6,533.85 $81.6731	$176,781.60 $14,731.80 $6,799.29 $84.9912	$183,954.00 $15,329.50 $7,075.15 $88.4394
228	$158,450.70 $13,204.23 $6,094.26 $76.1782	$164,887.80 $13,740.65 $6,341.84 $79.2730	$171,582.90 $14,298.58 $6,599.34 $82.4918	$178,548.90 $14,879.08 $6,867.27 $85.8408	$185,798.70 $15,483.23 $7,146.10 $89.3263
229	$160,037.40 $13,336.45 $6,155.28 $76.9411	$166,539.00 $13,878.25 $6,405.35 $80.0668	$173,298.60 $14,441.55 $6,665.33 $83.3166	$180,329.10 $15,027.43 $6,935.73 $86.6967	$187,656.30 $15,638.03 $7,217.55 $90.2194
230	$161,637.00 $13,469.75 $6,216.81 $77.7101	$168,203.10 $14,016.93 $6,469.35 $80.8669	$175,027.20 $14,585.60 $6,731.82 $84.1477	$182,135.10 $15,177.93 $7,005.20 $87.5650	$189,526.80 $15,793.90 $7,289.49 $91.1187
231	$163,249.50 $13,604.13 $6,278.83 $78.4853	$169,880.10 $14,156.68 $6,533.85 $81.6731	$176,781.60 $14,731.80 $6,799.29 $84.9912	$183,954.00 $15,329.50 $7,075.15 $88.4394	$191,423.10 $15,951.93 $7,362.43 $92.0303
232	$164,887.80 $13,740.65 $6,341.84 $79.2730	$171,582.90 $14,298.58 $6,599.34 $82.4918	$178,548.90 $14,879.08 $6,867.27 $85.8408	$185,798.70 $15,483.23 $7,146.10 $89.3263	$193,332.30 $16,111.03 $7,435.86 $92.9482
233	$166,539.00 $13,878.25	$173,298.60 $14,441.55	$180,329.10 $15,027.43	$187,656.30 $15,638.03	$195,267.30 $16,272.28

CITY OF COMPTON
SALARY RANGES
SEIU LOCAL 721

	STEP A	STEP B	STEP C	STEP D	STEP E
RANGE #	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY
233	$6,405.35 $80.0668	$6,665.33 $83.3166	$6,935.73 $86.6967	$7,217.55 $90.2194	$7,510.28 $93.8785
234	$168,203.10 $14,016.93 $6,469.35 $80.8669	$175,027.20 $14,585.60 $6,731.82 $84.1477	$182,135.10 $15,177.93 $7,005.20 $87.5650	$189,526.80 $15,793.90 $7,289.49 $91.1187	$197,215.20 $16,434.60 $7,585.20 $94.8150
235	$169,880.10 $14,156.68 $6,533.85 $81.6731	$176,781.60 $14,731.80 $6,799.29 $84.9912	$183,954.00 $15,329.50 $7,075.15 $88.4394	$191,423.10 $15,951.93 $7,362.43 $92.0303	$199,188.90 $16,599.08 $7,661.11 $95.7639
236	$171,582.90 $14,298.58 $6,599.34 $82.4918	$178,548.90 $14,879.08 $6,867.27 $85.8408	$185,798.70 $15,483.23 $7,146.10 $89.3263	$193,332.30 $16,111.03 $7,435.86 $92.9482	$201,175.50 $16,764.63 $7,737.52 $96.7190
237	$173,298.60 $14,441.55 $6,665.33 $83.3166	$180,329.10 $15,027.43 $6,935.73 $86.6967	$187,656.30 $15,638.03 $7,217.55 $90.2194	$195,267.30 $16,272.28 $7,510.28 $93.8785	$203,187.90 $16,932.33 $7,814.92 $97.6865
238	$175,027.20 $14,585.60 $6,731.82 $84.1477	$182,135.10 $15,177.93 $7,005.20 $87.5650	$189,526.80 $15,793.90 $7,289.49 $91.1187	$197,215.20 $16,434.60 $7,585.20 $94.8150	$205,226.10 $17,102.18 $7,893.31 $98.6664
239	$176,781.60 $14,731.80 $6,799.29 $84.9912	$183,954.00 $15,329.50 $7,075.15 $88.4394	$191,423.10 $15,951.93 $7,362.43 $92.0303	$199,188.90 $16,599.08 $7,661.11 $95.7639	$207,277.20 $17,273.10 $7,972.20 $99.6525
240	$178,548.90 $14,879.08 $6,867.27 $85.8408	$185,798.70 $15,483.23 $7,146.10 $89.3263	$193,332.30 $16,111.03 $7,435.86 $92.9482	$201,175.50 $16,764.63 $7,737.52 $96.7190	$209,354.10 $17,446.18 $8,052.08 $100.6510

CITY OF COMPTON

SALARY RANGES

SEIU LOCAL 721

	STEP A	STEP B	STEP C	STEP D	STEP E
RANGE #	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY
241	$180,329.10 $15,027.43 $6,935.73 $86.6967	$187,656.30 $15,638.03 $7,217.55 $90.2194	$195,267.30 $16,272.28 $7,510.28 $93.8785	$203,187.90 $16,932.33 $7,814.92 $97.6865	$211,443.90 $17,620.33 $8,132.46 $101.6557
242	$182,135.10 $15,177.93 $7,005.20 $87.5650	$189,526.80 $15,793.90 $7,289.49 $91.1187	$197,215.20 $16,434.60 $7,585.20 $94.8150	$205,226.10 $17,102.18 $7,893.31 $98.6664	$213,559.50 $17,796.63 $8,213.83 $102.6728
243	$183,954.00 $15,329.50 $7,075.15 $88.4394	$191,423.10 $15,951.93 $7,362.43 $92.0303	$199,188.90 $16,599.08 $7,661.11 $95.7639	$207,277.20 $17,273.10 $7,972.20 $99.6525	$215,700.90 $17,975.08 $8,296.19 $103.7024
244	$185,798.70 $15,483.23 $7,146.10 $89.3263	$193,332.30 $16,111.03 $7,435.86 $92.9482	$201,175.50 $16,764.63 $7,737.52 $96.7190	$209,354.10 $17,446.18 $8,052.08 $100.6510	$217,855.20 $18,154.60 $8,379.05 $104.7381
245	$187,656.30 $15,638.03 $7,217.55 $90.2194	$195,267.30 $16,272.28 $7,510.28 $93.8785	$203,187.90 $16,932.33 $7,814.92 $97.6865	$211,443.90 $17,620.33 $8,132.46 $101.6557	$220,035.30 $18,336.28 $8,462.90 $105.7862
246	$189,526.80 $15,793.90 $7,289.49 $91.1187	$197,215.20 $16,434.60 $7,585.20 $94.8150	$205,226.10 $17,102.18 $7,893.31 $98.6664	$213,559.50 $17,796.63 $8,213.83 $102.6728	$222,241.20 $18,520.10 $8,547.74 $106.8467
247	$191,423.10 $15,951.93 $7,362.43 $92.0303	$199,188.90 $16,599.08 $7,661.11 $95.7639	$207,277.20 $17,273.10 $7,972.20 $99.6525	$215,700.90 $17,975.08 $8,296.19 $103.7024	$224,460.00 $18,705.00 $8,633.08 $107.9135
248	$193,332.30 $16,111.03	$201,175.50 $16,764.63	$209,354.10 $17,446.18	$217,855.20 $18,154.60	$226,704.60 $18,892.05

CITY OF COMPTON

SALARY RANGES

SEIU LOCAL 721

	STEP A	STEP B	STEP C	STEP D	STEP E
RANGE #	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY	ANNUAL MONTHLY BI-WEEKLY HOURLY
~~248~~	$7,435.86 $92.9482	$7,737.52 $96.7190	$8,052.08 $100.6510	$8,379.05 $104.7381	$8,719.41 $108.9926
249	$195,267.30 $16,272.28 $7,510.28 $93.8785	$203,187.90 $16,932.33 $7,814.92 $97.6865	$211,443.90 $17,620.33 $8,132.46 $101.6557	$220,035.30 $18,336.28 $8,462.90 $105.7862	$222,241.20 $18,520.10 $8,547.74 $106.8467

June 27, 2023

TO: **MAYOR AND CITY COUNCIL MEMBERS**

FROM: **MUNICIPAL WATER DEPARTMENT**

SUBJECT: **A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON AUTHORIZING THE CITY MANAGER TO ENTER INTO AN AGREEMENT WITH AND ESTABLISH A PURCHASE ORDER TO HDL COREN AND CONE CORPORATION FOR DIRECT ASSESSMENT AND INFORMATION SERVICES IN AN AMOUNT NOT TO EXCEED SEVEN THOUSAND SIX HUNDRED FORTY DOLLARS ($7,640.00)**

SUMMARY

The City Council will consider a Resolution authorizing the City Manager to enter into an agreement with and establish a purchase order with HdL Coren and Cone Corporation, for Direct Assessment and Information Services in an amount not to exceed Seven Thousand Six Hundred Forty Dollars ($7,640) for the first year of the agreement (FY 2022-2023). Subsequent Fiscal Years (FY 2023-2024, 2024-2025) will be adjusted by the percentage change in the California Consumer Price Index (CCPI) for all urban consumers as determined by the California Department of Industrial Relations.

BACKGROUND

Pursuant to the City's Amended and Restated Franchise Agreement with Republic Services, effective, July 1, 2023, the City will bill all single-family and multi-family (without bin service) parcels within the City on the County of Los Angeles Property Tax Roll. The City's franchise hauler, Republic Services, Inc., bills the Charges for multi-family accounts (with bin service) and commercial accounts, by invoice, and may turn over delinquent accounts to the City for collection on the Tax Roll. Charges collected on the Tax Roll shall be collected in the same manner, by the same persons, and at the same time as, together with and not separately from, the general taxes of the City.

Therefore, the Department has sought out the services of a qualified consultant to assist the Waste Division with establishing an assessment area data set, reviewing the data, identifying potential errors, conferring on the proposed corrections, preparing submittal, submittal, and monitoring services for the Waste Division.

STATEMENT OF THE ISSUE

On April 26, 2023, the Department solicited proposals from six (6) qualified consultants to perform Direct Assessment Billing to be submitted to the LA County Tax Assessors

Office, as well as related services for a three (3) year Agreement (FY's 2022-2023, 2023-2024, 2024-2025). On June 15, 2023, the Department requested updated proposals from the final three consultants, which is attached for review under the Record of Three Price Quotations Form. The Department provided the proposers' with an estimate of approximately 17,000 parcels that would need to be levied on the County of Los Angeles Property Tax Roll. Therefore, the proposals' that were submitted and considered includes an estimated 17,000 parcels and any associated set-up fees to render Direct Assessment Services. The parcel count includes the City of Compton Water customers, County customers who are billed their water through outside agencies, and the Delinquent List that is provided by Republic Services on an annual basis.

The consultants whose proposals were considered are listed as follows:

Vendor	**Purchase Price**
HdL Coren and Cone	**$ 7,640.00**
Willdan Financial Services	$12,250.00
SCI Consulting Group	$ 22,100.00

After a thorough review of the proposals submitted, staff has determined that HdL Coren and Cone Corp., was deemed the lowest and most responsive bidder.

The fees for the first year of the Agreement (Exhibit A) shall be Five-Hundred Dollars ($500.00) for a one-time set-up fee, and a fixed annual fee of Forty-Two Cents ($0.42), per parcel levied. In the second year and subsequent years of the agreement, fees shall be adjusted by the percentage change in the California Consumer Price Index (CCPI) for all urban consumers as determined by the California Department of Industrial Relations as measured from February of the year this contract was executed to the most recent February. Invoices will use the calculated per parcel fee amount, including the CCPI adjustment, rounded down to the nearest whole cent.

ALTERNATIVES

Staff does not recommend any alternatives.

FISCAL IMPACT

HdL Coren and Cone's Base Service Fixed Fees are as follows:

- $500.00 set up fee (first year only)
- A Fixed Annual Fee of Forty-Two Cents ($0.42) per levied parcel

Funds are currently available and will be allocated annually during the budget development process in the Department's Waste Division Special Department Expense Fund. An emergency request submitted to the City Manager's Office on June 5, 2023,

which has already allocated $5,500.00 to this project; the remaining amount of $2,140.00 is available in Fiscal Year's 2022-2023 Special Department Expense Fund.

Increase Expenditure	**Account Description**	**Amount**
5100-850-000-4249	Special Department Expense	$7,640.00

RECOMMENDATION

Staff recommends that Council adopt the attached Resolution, authorizing the City Manager to enter into an agreement with and establish a purchase order with HdL Coren and Cone Corporation for Direct Assessment and Information Services in an amount not to exceed Seven Thousand Six Hundred Forty Dollars ($7,640) for the first year of the agreement (FY 2022-2023). Subsequent Fiscal Years (FY 2023-2024, 2024-2025) will be adjusted by the percentage change in the California Consumer Price Index (CCPI) for all urban consumers as determined by the California Department of Industrial Relations.

VICTOR MEZA
GENERAL MANAGER
MUNICIPAL WATER DEPARTMENT

APPROVED FOR FORWARDING:

THOMAS THOMAS
CITY MANAGER

RESOLUTION NO. _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON AUTHORIZING THE CITY MANAGER TO ENTER INTO AN AGREEMENT WITH AND ESTABLISH A PURCHASE ORDER TO HDL COREN AND CONE CORPORATION FOR DIRECT ASSESSMENT AND INFORMATION SERVICES IN AN AMOUNT NO TO EXCEED SEVEN THOUSAND SIX HUNDRED FORTY DOLLARS ($7,640.00)

WHEREAS, pursuant to the City's Amended and Restated Franchise Agreement with Republic Services, effective, July 1, 2023, the City will bill all single-family and multi-family (without bin service) parcels within the City on the County of Los Angeles Property Tax Roll; and

WHEREAS, the City's franchise hauler, Republic Services, Inc., bills the Charges for multi-family accounts (with bin service) and commercial accounts, by invoice, and may turn over delinquent accounts to the City for collection on the Tax Roll. Charges collected on the Tax Roll shall be collected in the same manner, by the same persons, and at the same time as, together with and not separately from, the general taxes of the City; and

WHEREAS, the Department has sought out the services of a qualified consultant to assist the Waste Division with establishing an assessment area data set, reviewing the data, identifying potential errors, conferring on the proposed corrections, preparing submittal, submittal, and monitoring services for the Waste Division; and

WHEREAS, the Department estimates approximately 17,000 parcels to be levied on the County of Los Angeles Property Tax Roll, and the parcel count includes the City of Compton Water customers, Customers who are billed for their water services through outside agencies, and the Delinquent List provided annually by Republic Services; and

WHEREAS, on April 26, 2023, the Department solicited proposals from six (6) qualified consultants to perform Direct Assessment Billing to be submitted to the LA County Tax Assessors Office, as well as related services for a three (3) year Agreement (FY's 2022-2023, 2023-2024, 2024-2025); and

WHEREAS, the consultant whose proposal was accepted, as well as the final three (3) consultants whose proposals were considered are as follows:

Vendor	**Purchase Price**
HdL Cone and Coren	**$ 7,640.00**
Willdan Financial Services	$12,250.00
SCI Consulting Group	$ 22,100.00

WHEREAS, staff has determined that HdL Cone and Coren Corp., was deemed the lowest and most responsive bidder, with a proposal for the first year of the Agreement set at Five-Hundred Dollars ($500.00) for a one-time set-up fee, and a fixed annual fee of Forty-Two Cents ($0.42), per parcel levied. In the second year and subsequent years of the agreement, fees shall be adjusted by the percentage change in the California Consumer Price Index (CCPI) for all urban consumers as determined by the California Department of Industrial Relations; and

WHEREAS, funds are currently available and will be allocated annually during the budget development process in the Department's Waste Division Special Department Expense Fund (5100-850-000-4249); and

WHEREAS, an emergency request submitted to the City Manager's Office on June 5, 2023, which has already allocated $5,500.00 to this project, the remaining amount of $2,140.00, is available in Fiscal Year's 2022-2023 Special Department Expense Fund.

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

SECTION 1. That the proposal from HdL Coren and Cone Corporation are hereby accepted and all of the other proposals are rejected.

SECTION 2. That the City Manager is hereby authorized to enter into an agreement with and issue a purchase order to HdL Coren and Cone Corporation in a total amount not to exceed Seven Thousand Six Hundred and Forty Dollars ($7,640.00) for the first Fiscal Year 2022-2023, and that amount be adjusted annually to reflect the change in the CCPI for Fiscal Year 2023-2023 and 2024-2025.

SECTION 3. That an additional Two Thousand One Hundred and Forty Dollars ($2,140.00) be allocated during Fiscal Year 2022-2023, in addition to the previously allocated amount of Five Thousand Five Hundred Dollars ($5,500.00) to expend a total of Seven Thousand Six Hundred and Forty Dollars ($7,640.00) in the Waste Division's Special Department Expense Fund (5100-850-000-4249) for this expenditure.

SECTION 4. That a certified copy of this Resolution shall be filed in the offices of the City Manager, City Attorney, City Controller, City Clerk and the Water Department.

SECTION 5. That the Mayor shall sign and the City Clerk shall attest to the adoption of this Resolution.

ADOPTED this _____ day of _____, 2023

_____
MAYOR OF THE CITY OF COMPTON

ATTEST:

_____
CITY CLERK OF THE CITY OF COMPTON

STATE OF CALIFORNIA)
COUNTY OF LOS ANGELES) ss
CITY OF COMPTON)

I, Vernell McDaniel, City Clerk of the City of Compton, do hereby certify that the foregoing resolution was adopted by the City Council, signed by the Mayor, and attested by the City Clerk at the regular meeting thereof held on the _____ day of _____, 2023.

That said resolution was adopted by the following vote, to wit:

AYES: Council Members-
NOES: Council Members-
ABSENT: Council Members-
ABSTAIN: Council Members-

_____
CITY CLERK OF THE CITY OF COMPTON

CITY OF COMPTON

AGREEMENT FOR PROPERTY TAX ASSESSMENT PREPARATION SERVICES

This AGREEMENT (the "Agreement") is made and entered into as of the ____ day of June, 2023 by and between the CITY OF COMPTON, a Municipal Corporation hereinafter called CITY, and HdL Coren & Cone, a California Corporation hereinafter called CONTRACTOR.

R E C I T A L S

WHEREAS, the CITY is responsible to assess parcels annually within its borders and to transmit such assessments to the County of Los Angeles Auditor-Controller's office; and

WHEREAS, the CITY seeks assistance with the timely calculation of the Water Department's Trash Services assessment and transmission to the County; and

WHEREAS, the CITY desires the property tax data which will assist in monitoring, management, and collection of the City of Compton Water Department's Trash Services assessment; and

WHEREAS, CONTRACTOR has the programs, equipment, data and personnel required to deliver the special property tax services referenced herein;

NOW, THEREFORE, CITY and CONTRACTOR, for the consideration hereinafter described, mutually agree as follows:

1.0 DEFINITIONS

For purposes of this Agreement, the following terms shall have the meaning stated below:

County: "County" shall mean the County of Los Angeles, in which the CITY is located.

Database: "Database" shall mean a computerized listing of property tax parcels and information compiled for the CITY from information provided by the County.

Days: "Days" shall mean calendar days.

Direct Levy District: "Direct Levy District" shall mean the properties subject to the City of Compton Water Department's Trash Services assessment, that is the responsibility of the CITY, and authorized by statute to levy property tax bill assessments within that locality. Sometimes also referred to as a special district.

Property Tax Roll: "Property Tax Roll" shall mean the assessed values of parcels on the secured and unsecured lien date rolls as reported by the County.

Proprietary Information: "Proprietary Information" shall be the reports, technical information, compilations of data, methodologies, formula, software, programs,

technologies and other processes previously designed and developed by CONTRACTOR and used in the performance of the services hereunder.

Scope of Services: "Scope of Services" shall mean all of the Base Services specified in Section 2.0, the Optional Services in Section 3.0, the Additional Services in Section 4.0, or any other services rendered hereunder.

2.0 BASE SERVICES

The CONTRACTOR shall perform all of the following duties as part of the Base Services provided hereunder, unless otherwise specified in writing by the Contract Officer:

2.1 Database Preparation (Fixed Annual Fee)

- The CONTRACTOR shall establish a database of secured parcels for the City of Compton Water Department's Trash Services assessment and make the data available to the CITY via the HdLCC Web Property Tax Software. The database shall include the secured parcels for each fiscal year.
- Utilizing the database, CONTRACTOR will provide a calculation of the parcel assessment for each parcel in the CITY'S assessment area. The annual parcel tax assessment calculations are to be utilized to levy the annual City of Compton Water Department's Trash Services assessment.
- CONTRACTOR will calculate an estimate of the City of Compton Water Department's Trash Services assessment revenue anticipated to be received for the fiscal year by the CITY. The estimate shall not be used to secure the indebtedness of the CITY.

2.2 Delivery

- CONTRACTOR shall deliver to the CITY prior to August 7th annually the City of Compton Water Department's Trash Services assessment submittal in a format acceptable to the County Auditor for the tax year for which the levy applies.

2.3 Qualifications

- CONTRACTOR'S ability to perform the above-described services will depend on its timely receipt of the Assessor's lien date tax rolls in an electronic format from the County.
- CONTRACTOR'S calculation of the assessments will be dependent upon the Assessor's tax rolls as supplemented by information from real estate data services, CITY-provided data, or such other database as CONTRACTOR may deem useful. Although every reasonable effort will be made by the CONTRACTOR to detect erroneous data in those sources, final review of the assessment calculations is the responsibility of the CITY, and CONTRACTOR is not responsible for erroneous data from these sources.

3.0 OPTIONAL SERVICES

The following services are available on a time and materials basis:

3.1 Post-Submittal Corrections

Corrections to the submittal that are requested by the CITY subsequent to finalization of the submittal shall be considered an Optional Service.

3.2 Taxpayer Phone Support

If requested, in writing, at least 30 days prior to the deadline for submittal of the Agency Information Sheet indicated in the Los Angeles County Auditor-Controller Department's Direct Assessment Submission Procedure Manual, the CONTRACTOR shall acquire and maintain a toll-free phone number to be published on the tax bills generated by the Los Angeles County Tax Collector that include the Compton Water Department's Trash Services assessment.

CONTRACTOR shall continue to maintain the toll-free phone number for taxpayer questions for at least ten months from the date of the most recent assessment submitted by CONTRACTOR, regardless of the status of this contract. Calls received on the toll-free number within the ten month period indicated above, but after termination of this contract shall be forwarded to CITY-designated personnel in a timely manner.

CONTRACTOR shall communicate with taxpayers who call the toll-free phone number in a timely fashion and make every reasonable effort to answer questions the taxpayer may have about the Compton Water Department's Trash Services assessment on their tax bill. Taxpayer questions that cannot be answered by the CONTRACTOR will be referred to CITY-designated personnel in a timely manner.

Where a taxpayer presents information that would require a correction of the assessment, the CONTRACTOR shall contact CITY-designated personnel for guidance on whether to accept the change and submit further corrections.

Taxpayer phone support shall be considered an Optional Service, and will be billed using the Senior Analyst rate indicated in the Consideration section.

3.3 Specialized Services

Other services for which the CONTRACTOR has expertise as requested by the CITY.

3.4 Attending Meetings

Meetings with CITY staff or related governmental bodies not directly related to the provision of services outlined in Section 2.0 shall be considered an Optional Service.

4.0 ADDITIONAL SERVICES

CITY shall have the right at any time during the performance of the services, without invalidating this Agreement, to order extra work beyond that specified in the Scope of Services or make changes by altering, adding to or deducting from said work. No such extra work may be undertaken unless a written order is first given by the CITY's Contract Officer to the CONTRACTOR, incorporating therein any material adjustment in the contract and/or the time to perform this Agreement, which said adjustments are subject to the written approval of the CONTRACTOR. Any increase in compensation of up to $10,000.00 annually, or in the time to perform of up to one hundred eighty (180) days may be approved by the CITY's Contract Officer. Any greater increases, taken either separately or cumulatively must be approved by the CITY's governing board. It is expressly understood by CONTRACTOR that the provisions of this Section shall not apply to services specifically set forth in the Scope of Services or reasonably contemplated therein.

5.0 OBLIGATIONS OF THE PARTIES WITH RESPECT TO SERVICES

5.1 City Materials and Support

CITY agrees to provide the following information:

- All enabling ordinances, resolutions, and rate engineering documents related to the levy.
- CITY will supply any lists of properties specifically excluded from the assessment no later than July 31 of the year of the assessment.

5.2 Compliance with Law

All services rendered hereunder shall be provided in accordance with all ordinances, resolutions, statutes, rules, and regulations of the CITY and any Federal, State or local governmental agency having jurisdiction in effect at the time service is rendered.

5.3 License, Permits, Fees and Assessments

CONTRACTOR shall obtain such licenses, permits and approvals (collectively the "Permits") as may be required by law for the performance of the services required by this Agreement. CITY shall assist CONTRACTOR in obtaining such Permits, and CITY shall absorb all fees, assessments and taxes which are necessary for any Permits required to be issued by CITY.

5.4 Further Responsibilities of Parties

Both parties agree to use reasonable care and diligence to perform their respective obligations under this Agreement. Both parties agree to act in good faith to execute all instruments, prepare all documents and take all actions as may be reasonably necessary to carry out the purposes of this Agreement. Unless hereafter specified, neither party shall be responsible for the service of the other.

6.0 CONSIDERATION

6.1 Base Services Fixed Fees

CONTRACTOR shall provide the Services listed in Section 2.0 above for:

- $500 set up fee in first year only.
- a fixed annual fee of forty cents ($0.42) per levied parcel, invoiced in December of the year of the submittal.

The fees for the first year of this Contract shall be fees as noted above. In the second (2nd) year and subsequent years of the contract fees shall be adjusted by the percentage change in the California Consumer Price Index (CCPI) for all urban consumers as determined by the California Department of Industrial Relations as measured from February of the year this contract was executed to the most recent February. Invoices will use the calculated per parcel fee amount, including the CCPI adjustment, rounded down to the nearest whole cent.

6.2 Optional Services

Fees for Optional Services as outlined in Services in Section 3.0 above shall be billed at the following hourly rates:

Partner	$250 per hour
Principal	$225 per hour
Programmer	$200 per hour
Associate	$175 per hour
Senior Analyst	$125 per hour
Analyst	$ 90 per hour
Administrative	$ 70 per hour

6.3 Indirect Expenses

Except as specified above, no other charges shall be made for direct or indirect expenses incurred by CONTRACTOR in performing the services the Services listed in Section 2.0 including for administrative overhead, salaries of CONTRACTOR'S employees, travel expenses or similar matters.

6.4 Due Date

All fees are due 30 days immediately following billing. All amounts that are not paid when due shall accrue interest from the due date at the rate of one percent per month (12% per annum).

7.0 TERM PERFORMANCE SCHEDULE

7.1 Time of Essence

Time is of the essence in the performance of this Agreement.

7.2 Schedule of Performance

CONTRACTOR shall commence the services pursuant to this Agreement upon receipt of a written notice to proceed and shall perform all services within Section 2.0 "Base Services" within time period(s) established in that section. When requested by the CONTRACTOR, extensions to the time period(s) specified may be approved in writing by the Contract Officer.

CONTRACTOR' ability to perform the services described in Section 2.2 will depend on timely receipt of the County of Los Angeles Assessor's lien date tax rolls, which CONTRACTOR purchases annually, with delivery typically expected in the last two weeks of July. In the unlikely event that the lien date tax rolls are unavailable prior to the submittal deadline specified in the County of Los Angeles Auditor-Controller's office Annual Direct Levy Instructions Letter, CONTRACTOR will prepare a submittal file from the data supplied by the CITY as-is, and corrections would be submitted as needed. In such a scenario, we would expect the County Auditor-Controller's office to waive fees for corrections submitted after the submittal deadline. But in the event that those fees are not waived, CITY is responsible for fees associated with those corrections.

7.3 Force Majeure

The time period(s) specified in the Schedule of Performance for performance of the services rendered pursuant to this Agreement shall be extended because of any delays due to unforeseeable causes beyond the control and without the fault or negligence of the CONTRACTOR, including, but not restricted to, acts of God or of the public enemy, unusually severe weather, fires, earthquakes, floods, epidemics, quarantine restrictions, riots, strikes, freight embargoes, wars, litigation, and/or acts of any governmental agency, including the CITY, if the CONTRACTOR shall within ten (10) days of the commencement of such delay notify the Contract Officer in writing of the causes of the delay. The Contract Officer shall ascertain the facts and the extent of delay, and extend the time for performing the services for the period of the enforced delay when and if in the judgment of the Contract Officer such delay is justified.

7.4 Term

Unless earlier terminated in accordance with Section 11.6 of this Agreement, this Agreement shall continue in full force and effect for three (3) years, and, unless a notice of termination is given on the fourth anniversary date, shall be automatically extended from year to year until and such notice shall be given.

8.0 COORDINATION OF WORK

8.1 Representative of Contractor

The following principals of CONTRACTOR are hereby designated as being the principals and representatives of CONTRACTOR authorized to act in its behalf with respect to the work specified herein and make all decisions in connection therewith:

Joel Hermann

HdL COREN & CONE
120 S State College Boulevard, Suite 200
Brea, California 92821

It is expressly understood that the experience, knowledge, capability and reputation of the foregoing principals were a substantial inducement for CITY to enter into this Agreement. Therefore, the foregoing principals shall be responsible during the term of this Agreement for directing all activities of CONTRACTOR and devoting sufficient time to personally supervise the services hereunder. For purposes of this Agreement, the foregoing principals may not be replaced nor may their responsibilities be substantially reduced by CONTRACTOR without the express written approval of CITY.

8.2 Contract Officer

The Contract Officer shall be such person as may be designated by the CITY. It shall be the CONTRACTOR'S responsibility to assure that the Contract Officer is kept informed of the progress of the performance of the services and the CONTRACTOR shall refer any decisions which must be made by CITY to the Contract Officer. Unless otherwise specified herein, any approval of CITY required hereunder shall mean the approval of the Contract Officer. The Contract Officer shall have authority to sign all documents on behalf of the CITY required hereunder to carry out the terms of this Agreement.

8.3 Prohibition Against Subcontracting or Assignment

The experience, knowledge, capability and reputation of CONTRACTOR, its principals and employees were a substantial inducement for the CITY to enter into this Agreement. Therefore, CONTRACTOR shall not contract with any other entity to perform in whole or in part the services required hereunder without the express written approval of the CITY. In addition, neither this Agreement nor any interest herein may be transferred, assigned, conveyed, hypothecated or encumbered voluntarily or by operation of law, whether for the benefit of creditors or otherwise, without the prior written approval of CITY. Transfers restricted hereunder shall include the transfer to any person or group of persons acting in concert of more than fifty percent (50%) of the present ownership and/or control of CONTRACTOR, taking all transfers into account on a cumulative basis. In the event of any such unapproved transfer, including any bankruptcy proceeding, this Agreement shall be void. No approved transfer shall release the CONTRACTOR or any surety of CONTRACTOR of any liability hereunder without the express consent of CITY.

8.4 Independent Contractor

Neither the CITY nor any of its employees shall have any control over the manner, mode or means by which CONTRACTOR, its agents or employees, perform the services required herein, except as otherwise set forth herein. CITY shall have no voice in the selection, discharge, supervision or control of CONTRACTOR'S employees, servants, representatives or agents, or in fixing their number, compensation or hours of service. CONTRACTOR shall perform all services required herein as an independent CONTRACTOR of CITY and shall remain at all times as to CITY a wholly independent CONTRACTOR with only such obligations as are consistent with that role. CONTRACTOR shall not at any time or in any manner represent that it or any of its

agents or employees are agents or employees of CITY. CITY shall not in any way or for any purpose become or be deemed to be a partner of CONTRACTOR in its business or otherwise or a joint venturer or a member of any joint enterprise with CONTRACTOR.

9.0 INSURANCE AND INDEMNIFICATION

9.1 Insurance

The CONTRACTOR shall procure and maintain, at its sole cost and expense, in a form and content satisfactory to CITY, during the entire term of this Agreement including any extension thereof, the following policies of insurance:

(a) Commercial General Liability. Insurance including coverage for premises and operations, products and completed operations, personal and advertising injury, bodily injury and property damage, with a minimum policy limit of $3,000,000 per occurrence and $5,000,000 in the annual general aggregate (occurrence form). *A combination of primary, excess and umbrella limits are acceptable to satisfy minimum policy limit requirements.*

(b) Automotive. Insurance including coverage for all non-owned and hired automobiles used in the performance of this Agreement and with minimum limits of $1,000,000 combined single limit each accident.

(c) Worker's Compensation. A policy of worker's compensation insurance in such amount as will fully comply with the laws of the State of California and which shall indemnify, insure and provide legal defense for both the CONTRACTOR and the CITY against any loss, claim or damage arising from any injuries or occupational diseases occurring to any worker employed by or any persons retained by the CONTRACTOR in the course of carrying out the work or services contemplated in this Agreement.

(d) Errors and Omissions (Professional Liability). A policy of professional liability issuance written on a claims-made basis in an amount not less than $1,000,000.

9.2 General Requirements

All of the above policies of insurance shall be primary insurance and shall name the CITY, its officers, employees and agents as additional insureds. The insurer shall waive all rights of subrogation and contribution it may have against the CITY, its officers, employees and agents and their respective insurers. All of said policies of insurance shall provide that said insurance may not be amended or cancelled without providing thirty (30) days prior written notice by registered mail to the CITY. In the event any of said policies of insurance are cancelled, the CONTRACTOR shall, prior to the cancellation date, submit new evidence of insurance in conformance with this Section 9.0 to the Contract Officer. No work or services under this Agreement shall commence until the CONTRACTOR has provided the CITY with Certificates of Insurance or appropriate insurance binders evidencing the above insurance coverages and said Certificates of Insurance or binders are approved by the CITY.

9.3 Indemnification

CONTRACTOR agrees to indemnify the CITY, its officers, agents and employees against, and will hold and save them and each of them harmless from, any and all actions, suits, claims, damages to persons or property, losses, costs, penalties, obligations, errors, omissions or liabilities, (herein "claims or liabilities") that may be asserted or claimed by any person, firm or entity arising out of or in connection with the negligent performance of the work, operations or activities of CONTRACTOR, its agents, employees, subcontractors, or invitees, provided for herein, or arising from the negligent acts or omissions of CONTRACTOR hereunder, or arising from CONTRACTOR'S negligent performance of or failure to perform any term, provision, covenant or condition of this Agreement, whether or not there is concurrent passive or active negligence on the part of the CITY, its officers, agents or employees but excluding such claims or liabilities arising from the sole negligence or willful misconduct of the CITY, its officers, agents or employees, who are directly responsible to the CITY.

9.4 Sufficiency of Insurer or Surety

Insurance or bonds required by this Agreement shall be satisfactory only if issued by companies qualified to do business in California, rated "A" or better in the most recent edition of Best Rating Guide, The Key Rating Guide or in the Federal Register, and only if they are of a financial category Class VII or better, unless such requirements are waived by the Risk Manager of the CITY due to unique circumstances. In the event the Risk Manager of CITY ("Risk Manager") determines that the work or services to be performed under this Agreement creates an increased or decreased risk of loss to the CITY, the CONTRACTOR agrees that the minimum limits of the insurance policies and the performance bond required by this Section 9.0 may be changed accordingly upon receipt of written notice from the Risk Manager; provided that the CONTRACTOR shall have the right to appeal a determination of increased coverage by the Risk Manager to the CITY Council of CITY within 10 days of receipt of notice from the Risk Manager.

10.0 RECORDS AND REPORTS

10.1 Reports

CONTRACTOR shall periodically prepare and submit to the Contract Officer such reports concerning the performance of the services required by this Agreement, as the Contract Officer shall require.

10.2 Records

CONTRACTOR shall keep, and require subcontractors to keep, such books and records as shall be necessary to perform the services required by this Agreement and enable the Contract Officer to evaluate the performance of such services. The Contract Officer shall have full and free access to such books and records at all times during normal business hours of CITY, including the right to inspect, copy, audit and make records and transcripts from such records. Such records shall be maintained for a period of three (3) years following completion of the services hereunder, and the CITY shall have access to such records in the event any audit is required.

10.3 Non-Disclosure of Proprietary Information

In performing its duties under this Agreement, CONTRACTOR will produce reports, technical information and other compilations of data to CITY. These reports, technical information and compilations of data are derived by CONTRACTOR using methodologies, formulae, programs, techniques and other processes designed and developed by CONTRACTOR at a substantial expense. CONTRACTOR'S reports, technical information, compilations of data, methodologies, formulae, software, programs, techniques and other processes designed and developed by CONTRACTOR shall be referred to as Proprietary Information. CONTRACTOR'S Proprietary Information is not generally known by the entities with which CONTRACTOR competes.

CONTRACTOR desires to protect its Proprietary Information. Accordingly, CITY agrees that neither it nor any of its employees, agents, independent contractors or other persons or organizations over which it has control, will at any time during or after the term of this Agreement, directly or indirectly use any of CONTRACTOR'S Proprietary Information for any purpose not associated with CONTRACTOR'S activities. Further, CITY agrees that it nor any of its employees, agents, independent contractors or other persons or organizations over which it has control, will disseminate or disclose any of CONTRACTOR'S Proprietary Information to any person or organization not connected with CONTRACTOR, without the express written consent of CONTRACTOR. The CITY also agrees that consistent with its obligations under the California Public Records Act and related disclosure laws, it will undertake all necessary and appropriate steps to maintain the proprietary nature of CONTRACTOR'S Proprietary Information.

Any use of the Proprietary Information or any other reports, records, documents or other materials prepared by CONTRACTOR hereunder for other projects and/or use of uncompleted documents without specific written authorization by the CONTRACTOR will be at the CITY's sole risk and without liability to CONTRACTOR, and the CITY shall indemnify the CONTRACTOR for all damages resulting therefrom.

10.4 Release of Documents Pursuant to Public Records Act

Notwithstanding any other provision in this Agreement, all obligations relating to disclosure of Proprietary Information remain subject to the Freedom of Information Act or California Public Records Act, Cal. Gov't Code §§ 6250 et seq. (collectively, the "PRA"). The Parties intend that if CITY is served with a request for disclosure under the PRA, or any similar statute, the CITY in good faith will make the determination as to whether the material is disclosable or exempt under the statute, and shall resist the disclosure of Proprietary Information which is exempt from disclosure to the extent allowable under the law. CITY shall advise CONTRACTOR in writing five (5) days prior to the intended disclosure of any decision to disclose Proprietary Information, and the reasons therefore, and if CONTRACTOR then timely advises CITY in writing that it objects to the disclosure, CITY shall not disclose the information. In such case, CONTRACTOR shall then be solely liable for defending the non-disclosure and shall indemnify and hold CITY harmless for such nondisclosure.

11.0 ENFORCEMENT OF AGREEMENT

11.1 California Law

This Agreement shall be construed and interpreted both as to validity and to performance of the parties in accordance with the laws of the State of California. Legal actions concerning any dispute, claim or matter arising out of or in relation to this Agreement shall be instituted in the Superior Court of the County of Los Angeles, State of California, or any other appropriate court in such county, and CONTRACTOR covenants and agrees to submit to the personal jurisdiction of such court in the event of such action.

11.2 Disputes

In the event of any dispute arising under this Agreement, the injured party shall notify the injuring party in writing of its contentions by submitting a claim therefor. The injured party shall continue performing its obligations hereunder so long as the injuring party commences to cure such default within ten (10) days of service of such notice and completes the cure of such default within forty-five (45) days after service of the notice, or such longer period as may be permitted by the injured party; provided that if the default is an immediate danger to the health, safety and general welfare, such immediate action may be necessary. Compliance with the provisions of this Section shall be a condition precedent to termination of this Agreement for cause and to any legal action, and such compliance shall not be a waiver of any party's right to take legal action in the event that the dispute is not cured, provided that nothing herein shall limit CITY's or the CONTRACTOR'S right to terminate this Agreement without cause pursuant to Section 11.6.

11.3 Waiver

No delay or omission in the exercise of any right or remedy by a nondefaulting party on any default shall impair such right or remedy or be construed as a waiver. A party's consent to or approval of any act by the other party requiring the party's consent or approval shall not be deemed to waive or render unnecessary the other party's consent to or approval of any subsequent act. Any waiver by either party of any default must be in writing and shall not be a waiver of any other default concerning the same or any other provision of this Agreement.

11.4 Rights and Remedies are Cumulative

Except with respect to rights and remedies expressly declared to be exclusive in this Agreement, the rights and remedies of the parties are cumulative and the exercise by either party of one or more of such rights or remedies shall not preclude the exercise by it, at the same or different times, of any other rights or remedies for the same default or any other default by the other party.

11.5 Legal Action

In addition to any other rights or remedies, either party may take legal action, in law or in equity, to cure, correct or remedy any default, to recover damages for any default, to compel specific performance of this Agreement, to obtain declaratory or injunctive relief, or to obtain any other remedy consistent with the purposes of this Agreement.

11.6 Termination Prior to Expiration of Term

This Section shall govern any termination of this Agreement. The Parties reserve the right to terminate this Agreement at any time, with or without cause, upon forty-five (45) days' written notice to the non-terminating party, except that where termination is for cause, the Parties will comply with the dispute resolution process in Section 11.2. Upon issuance of any notice of termination, CONTRACTOR shall immediately cease all services hereunder except such as may be specifically approved by the Contract Officer. The CONTRACTOR shall be entitled to compensation for all services rendered prior to the effective date of the notice of termination and for any services authorized by the Contract Officer thereafter. In the event of termination without cause pursuant to this Section, the terminating party need not provide the non-terminating party with the opportunity to cure pursuant to Section 11.2.

11.7 Attorneys' Fees

If either party to this Agreement is required to initiate or defend or made a party to any action or proceeding in any way connected with this Agreement, the prevailing party in such action or proceeding, in addition to any other relief which may be granted, whether legal or equitable, shall be entitled to reasonable attorney's fees. Attorney's fees shall include attorney's fees on any appeal, and in addition a party entitled to attorney's fees shall be entitled to all other reasonable costs for investigating such action, taking depositions and discovery and all other necessary costs the court allows which are incurred in such litigation. All such fees shall be deemed to have accrued on commencement of such action and shall be enforceable whether or not such action is prosecuted to judgment.

12.0 CITY OFFICERS AND EMPLOYEES: NON-DISCRIMINATION

12.1 Non-liability of City Officers and Employees

No officer or employee of the CITY shall be personally liable to the CONTRACTOR, or any successor in interest, in the event of any default or breach by the CITY or for any amount which may become due to the CONTRACTOR or to its successor, or for breach of any obligation of the terms of this Agreement.

12.2 Conflict of Interest

No officer or employee of the CITY shall have any financial interest, direct or indirect, in this Agreement nor shall any such officer or employee participate in any decision relating to the Agreement which effects his financial interest or the financial interest of any corporation, partnership or association in which he is, directly or indirectly, interested, in violation of any State statute or regulation. The CONTRACTOR warrants that it has not paid or given and will not pay or give any third party any money or other consideration for obtaining this Agreement.

12.3 Covenant Against Discrimination

CONTRACTOR covenants that, by and for itself, its heirs, executors, assigns, and all persons claiming under or through them, that there shall be no discrimination against or segregation of, any person or group of persons on account of race, color, creed, religion, sex, marital status, national origin, or ancestry in the performance of this Agreement. CONTRACTOR shall take affirmative action to ensure that applicants are employed and that employees are treated

during employment without regard to their race, color, creed, religion, sex, marital status, national origin, or ancestry.

13.0 MISCELLANEOUS PROVISIONS

13.1 Notice

Any notice, demand, request, document, consent, approval, or communication either party desires or is required to give to the other party or any other person shall be in writing and either served personally or sent by prepaid, first-class mail addressed as follows:

CITY: Victor Meza,
Water and Waste General Manager
CITY OF COMPTON WATER DEPT
205 South Willowbrook Avenue
Compton, CA 90220

CONTRACTOR: HdL COREN & CONE
120 S State College Boulevard, Suite 200
Brea, California 92821

Either party may change its address by notifying the other party of the change of address in writing. Notice shall be deemed communicated at the time personally delivered or in seventy-two (72) hours from the time of mailing if mailed as provided in this Section.

13.2 Interpretation

The terms of this Agreement shall be construed in accordance with the meaning of the language used and shall not be construed for or against either party by reason of the authorship of this Agreement or any other rule of construction which might otherwise apply.

13.3 Integration; Amendment

It is understood that there are no oral agreements between the parties hereto affecting this Agreement and this Agreement supersedes and cancels any and all previous negotiations, arrangements, agreements and understandings, if any, between the parties, and none shall be used to interpret this Agreement. This Agreement may be amended at any time by the mutual consent of the parties by an instrument in writing.

13.4 Severability

In the event that any one or more of the phrases, sentences, clauses, paragraphs, or sections contained in this Agreement shall be declared invalid or unenforceable by a valid judgment or decree of a court of competent jurisdiction, such invalidity or unenforceability shall not affect any of the remaining phrases, sentences, clauses, paragraphs, or sections of this Agreement which are hereby declared as severable and shall be interpreted to carry out the intent of the parties hereunder

unless the invalid provision is so material that its invalidity deprives either party of the basic benefit of their bargain or renders this Agreement meaningless.

13.5 Corporate Authority

The persons executing this Agreement on behalf of the parties hereto warrant that (i) such party is duly organized and existing, (ii) they are duly authorized to execute and deliver this Agreement on behalf of said party, (iii) by so executing this Agreement, such party is formally bound to the provisions of this Agreement, and (iv) the entering into this Agreement does not violate any provision of any other Agreement to which said party is bound.

IN WITNESS WHEREOF, the parties have executed and entered into this Agreement as of the date first written above.

"CITY"
CITY OF COMPTON

Approved by:

By: _____ Dated: _____
Thomas Thomas, City Manager

Approved as to form:

By: _____ Dated: _____
Eric Perrodin, City Attorney

ATTEST:

Dated: _____ By: _____
Vernell McDaniel, City Clerk

"CONTRACTOR"
HdL COREN & CONE
A California Corporation

By: _____ Dated: _____
Nichole Cone-Morishita, Chief Financial Officer

City of Compton
Water Department

PROPOSAL FOR DIRECT ASSESSMENT ADMINISTRATION AND INFORMATION SERVICES
April 27, 2023

HdL Coren & Cone

SUBMITTED BY
HdL Coren & Cone
120 S. State College Blvd., Ste 200
Brea, CA 92821
hdlcompanies.com/services/property-tax

CONTACT
Joel Hermann
T: 714.879.5000
E: jhermann@hdlccpropertytax.com

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I LETTER OF TRANSMITTAL

April 27, 2023

City of Compton Water Department
Victor Meza, Water and Waste General Manager
205 South Willowbrook Ave.
Compton, CA 90220

Dear Mr. Meza,

Thank you for your interest in our Direct Assessment Administration and Information Services. In response, enclosed is our firm's proposal to provide services for the City of Compton Water Department's Trash Services assessment.

Founded in 1992, HdL Coren & Cone (HdLCC) developed the first computer software in California for tracking county, city and special district property tax revenues. The HdLCC was the first in the State to go beyond using parcel data for allocation audits by developing specialized reports and models to assist government agencies by using the data for parcel administration, focused economic development strategies and revenue projections. The staff consists of 14 highly qualified analysts, auditors and information systems technology professionals.

HdLCC currently provides ongoing services to over 260 California agencies. The Company maintains annual property tax records for Los Angeles County back to 1992. HdLCC's experienced team has worked with a number of key county staff and is thoroughly familiar with county property tax procedures in California.

Specific advantages that HdLCC has for performance of the services being sought by the City of Compton Water Department include:

- HdLCC maintains property tax data for 44 California counties, including all agencies within those counties. The large and numerous data sets involved in special district assessment analysis and administration require the use of the latest data storage, modeling, and analysis techniques. HdLCC leverages their staff of Information Technology professionals, with expertise in database design and data analysis, to continually improve our technological capabilities. This allows us to perform analyses that go beyond what can be accomplished by District staff, who we find are typically maintaining assessments using spreadsheet, text, or even physical list/ledger documents.
- All HdLCC staff works from our centrally located headquarters in Brea, California. The decision to operate out of a single location allows the Company to minimize overhead costs and thereby lower service fees, maximize coordination of client services, protect the Company's substantial databases and allows for immediate response to requests for information or assistance.

We look forward to reviewing this proposal with you in greater detail and demonstrating how our services and software products can benefit the City of Compton.

Sincerely,

Paula Cone

Paula Cone, President
HdL Coren & Cone

II QUALIFICATIONS

A. Company History and Qualifications

HdL Coren & Cone (HdLCC) was founded in 1992 and developed California's first computerized property tax management program. In addition, the firm provides clients with parcel tax administration and successor agency consulting. HdLCC is a California "C" Corporation which has been serving cities and special districts for 30 years. All HdLCC staff work from our centrally located headquarters in Brea, California. The decision to operate out of a single location allows the company to minimize overhead costs and thereby lower service fees, maximize coordination of client services, protect the company's substantial databases and allows for immediate response to requests for information or assistance.

HdLCC provides property tax management services to over 260 California public agencies. The company consists of a team of seasoned professionals with decades of experience in every aspect of local government including finance, management, auditing, economic development, redevelopment and legislative advocacy. This ensures prompt and knowledgeable response to inquiries and provides for relevant and timely information on issues impacting the City's property tax.

HdLCC maintains property tax data from 44 California counties, including all cities and successor agency project areas in those counties. Our data resources include 10-30 years of historical data in most counties and the company maintains more than thirty years of annual property tax records for Los Angeles County.

Property taxes in California have evolved into an extremely complex system that requires experience and expertise to fully monitor. There are two broad categories of property (real and personal), three tax rolls (secured, unsecured and state assessed), and numerous peculiarities such as possessory interest and the distribution of tax revenue from private aircraft. The revenues generated by the property tax system need to be distributed to a myriad of taxing entities including cities, counties, schools, special districts and successor agencies. The company's extensive property tax information systems allow us to perform tax audits and provide information and analysis from a city's property tax data to city staff quickly and accurately.

The firm's staff have performed thousands of secured and unsecured property tax audits for client agencies over the past twenty-five years and recovered millions of dollars in misallocated property tax revenue. Our management team and staff pride themselves on being highly responsive to client needs and cordial in our contacts with county staff. This philosophy has served our clients and the company well. This is evident by the fact that 65% of our property tax audit and information services clients have been using our services for more than 10 years and 55% of our clients have been under contract for more than 15 years.

HdLCC is a Corporate Partner of the League of California Cities and California State Association of Counties and works extensively with the State Association of County Auditors, California Society of Municipal Finance Officers (CSMFO) anticipation and planning of programs to strengthen local government revenues, and monitoring of legislative actions which impact local governments.

League of California Cities℠ · CSMFO California Society of Municipal Finance Officers · MMASC · California State Association of County Auditors

B. The HdLCC Advantage

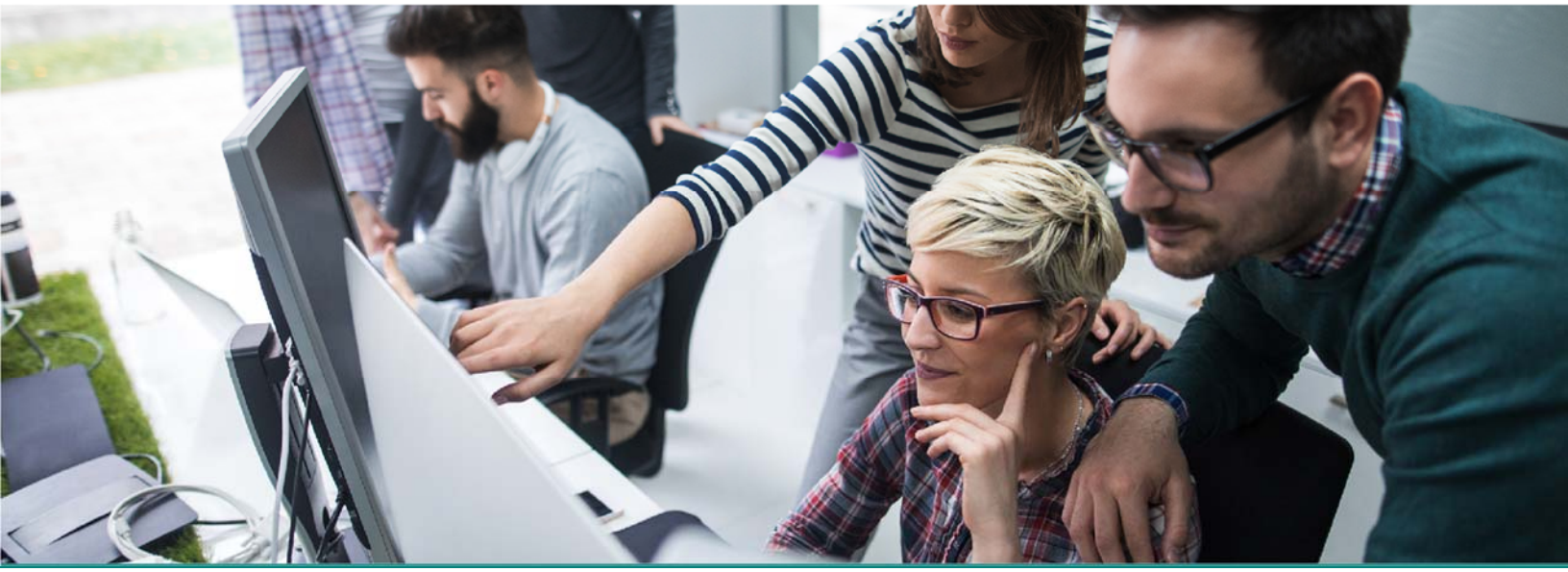
The **HdLCC Advantage** includes:

Exceptional Personnel: HdLCC's service team is comprised of individuals with extensive experience in property tax assessment, administration, auditing, economic development and financial management. All the firms' key personnel have worked in or with public agencies and thoroughly understand their challenges and needs. This ensures prompt and knowledgeable response to inquiries and provides for relevant and timely information.

Data Driven: HdLCC employs a staff of full-time information technology professionals with expertise in applications development, database management and technical support. These staff members continually work on developing and enhancing the firm's technological capabilities. The sophisticated query-based analyses we've created are often able to identify corrections in assessment data, regardless of the previous—often heroic—work by District staff. This technology-driven approach allows District staff time to be refocused on other priorities.

Comprehensive Audits (Full-Service Clients Only): HdLCC's audit team has developed specialized databases and audit techniques and is thoroughly familiar with Los Angeles County systems and data. This familiarity, and excellent working relationships with County departments, allows our full, property tax analysis and audit service clients to recover misallocated property tax revenue in a timely manner.

Accurate Forecasting (Full-Service Clients Only): HdLCC has developed a comprehensive, detail-oriented forecast tool that includes the major components necessary for crafting and accurate budget forecast for property tax revenue. The forecasts provided include a 1-year and 5-year forecast for our full, property tax analysis and audit service clients, and allow for interaction by staff with data entry points for developing a more precise estimate. Our base estimates are within 1-2% of actual receipts in more than 85% of our clients.



III KEY PERSONNEL

HdLCC staff consists of 14 highly qualified analysts, auditors and information systems technology professionals. Below is a current listing of our key staff:

Paula Cone – President

After spending 24 years in municipal government in finance and city management, Mrs. Cone completed the development of the first cost-effective and accurate program for identifying, monitoring, auditing, and correcting property tax misallocations. In addition, HdLCC provides real estate trending information that has become integral to cities and special districts understanding the impact of changes within their jurisdictions and that translation to revenues received. HdL Coren & Cone provides property tax management, audit and analytical services to more than 250 cities and special districts in 44 counties in California. She oversees the day-to-day operation in the company's property tax management, client support, budget forecast projections and client interface. Ms. Cone earned her Bachelor's degree from California State University at Long Beach. She is former Parks and Recreation Director and Assistant City Manager of the City of Lawndale.

David Schey – Vice President

David has 28 years of experience with HdLCC since joining the firm in 1994. His prior experience includes service as Planning Director, Community Development Director and Deputy Director of Redevelopment as well as having provided development and consulting services to municipal clients. As a principal with HdLCC, David has provided client services in connection with tax allocation bonds; property tax and tax increment issues; tax sharing calculation; and analysis of legislative actions. David has spoken at numerous conferences and seminars sponsored by the California Redevelopment Association and the League of California Cities. In addition to his professional work in connection with local government, David served for over six years as a member and chairman of both the Planning Commission and Parks and Recreation Commission. Education: Bachelor of Arts, University of California; Los Angeles, California; Bachelor of Arts, California State University; Long Beach, California; Master of Public Administration, University of Southern California; Los Angeles, California.

Nichole Cone – Vice President

Nichole has over 20 years of property tax analytical and processing experience, and specializes in understanding the data received from Assessor & Auditor, used for secured and unsecured parcel audits, and property tax analysis. Ms. Cone joined HdLCC in 1992. She oversees the acquisition and processing of county assessor and auditor controller data into HdLCC's database. Preparation and production of property tax reports and client data sets are also under Ms. Cone's direction. She oversees the staff responsible for the HdLCC Comprehensive Annual Financial Report product and fields many of the general day to day client inquires. Ms. Cone was instrumental in our system redesign which closely mirrors the systems used by counties. Education: Bachelor of Arts, Loyola Marymount University, Los Angeles, California.

III KEY PERSONNEL

Darren Hernandez – Principal

Darren joined HdL Coren & Cone as a Principal in January 2021 following a long career in public service. Prior to joining HdLCC, he served with the City of Santa Clarita for seventeen years, first as Director of Administrative Services and subsequently as Deputy City Manager. Among the projects Darren coordinated for Santa Clarita, some include the creation of a citywide Open Space Preservation District; creation of the Santa Clarita Public Library; creation of a citywide Landscape Maintenance District; and coordination of sixteen annexations of unincorporated territory including negotiation of property tax transfer agreements between the city and Los Angeles County. He also served as a member of the Oversight Board of the Successor Agency. Education: Bachelor of Arts, State University of New York at New Paltz, he studied public finance as a graduate student at the Maxwell School of Citizenship and Public Affairs at Syracuse University.

Joel Hermann – Director of IT

Joel is HdLCC's IT Manager. In addition to supervising and directing our IT staff, he oversees HdLCC's administration of client direct assessments and their placement on the annual tax rolls. He participates in the design, implementation, and maintenance of HdLCC's applications and algorithms for advanced data analysis. Joel works closely with client City and Special District staff and provides technical support for our client applications. Joel studied Computer Science at the University of California – Riverside, and Data Science at Western Governors University.

Mr. Hermann will be the Authorized Representative of the Consultant for services related to the City of Compton Water Department's Trash Services assessment.

IV REFERENCES

HdLCC Direct Assessment Administration and Information Services

HdLCC currently provides assessment administration services in 5 counties, for 15 assessments, assisting 11 cities and special districts.

City of Bell Gardens, Department of Public Works – Client Since 2014

Project Description: Direct Assessment Administration and Information Services
Contact: Grissel Chavez, Director of Public Works 562.806.7600
Email: gchavez@bellgardens.org

The City of Bell Gardens requested HdLCC's assistance with analyzing and administering their Refuse Collection assessment. HdLCC identified 132 additional benefit units (1.6% increase) for the following year's assessment.

City of Citrus Heights, Lighting District – Client Since 2006

Project Description: Direct Assessment Administration and Information Services
Contact: Leslie Blomquist, City Engineer 916.727.4770
Email: lblomquist@citrusheights.net

The City of Citrus Heights relies on HdLCC to assist them with two assessments, for their Sunrise Property and Business Improvement District and their Lighting District.

City of Fremont, Environment Services Division – Client Since 1997

Project Description: Direct Assessment Administration and Information Services
Contact: Kathy Cote, Environmental Services Manager 510.494.4583
Email: kcote@fremont.gov

The City of Fremont relies on HdLCC to assist them with two assessments, for their Clean Water Tax and Paramedic Tax.

City of Redlands – Client Since 2014

Project Description: Direct Assessment Administration and Information Services
Contact: Marie Datuin, Finance Manager 909.798.7520
Email: mdatuin@cityofredlands.org

The City of Redlands originally asked HdLCC to analyze their Paramedic special assessment for completeness and accuracy. HdLCC's review led to an additional 130 properties assessed for an additional $10,000. The City subsequently requested HdLCC to review and assist with their assessment administration on an ongoing basis.

Tracy Rural Fire District – Client Since 2017

Project Description: Direct Assessment Administration and Information Services
Contact: Raychel Jackson, Clerk of the Board, 209.834.7269
Email: raychel.jackson@tracyruralfire.org

The Tracy Rural Fire District's assessment covers an area that has developed rapidly since they asked HdLCC to administer their direct assessment. HdLCC's advanced analysis techniques and attentive staff have ensured that the assessment revenues expand, even when county records are out-of-date.

City of Vernon – Client Since 1998

Project Description: Direct Assessment Administration and Information Services
Contact: Scott Williams, Director of Finance, 323.583.8811
Email: swilliams@cityofvernon.org

One of our most longstanding clients, the City of Vernon's experience with HdLCC on their Warehouse Parcel Tax let them to turn to us again when they passed their Public Safety Parcel Tax in 2013.

V SCOPE OF SERVICES

A. Direct Assessment Administration and Information Services

Using HdLCC's custom software, a data set of all parcels in the assessment area will be established. This data is prepared from the Los Angeles County Assessor Lien Date Rolls that is purchased annually in July. HdLCC updates the original County roll with any transfers in ownership, which have occurred between the lien date and the current month and updates the ownership information (name and mailing address), date of transfer, sale price, and document (deed) number monthly.

Administration

- Coordinate with City staff to prepare and submit documents required as prerequisite for direct assessment submittal, per the Los Angeles County Auditor-Controller's Direct Assessment Submission Procedure Manual (released annually in the first half of the year). As of this writing, required documents include:
  - Agency Information Sheet (AIS)
  - Billing Agreement
  - Copy of the resolution/ordinance authorizing the assessment rate
  - Data Transmittal that is prepared along with the final data submission
  - Spreadsheet showing calculation methodology
- Annually, upon the availability of a new Los Angeles County Assessor secured roll file, review the assessable property database for assessable parcel changes, and coordinate with City staff to update newly split/consolidated/renumbered parcels with the correct parcel identifier, validating City property lists against the Assessor data.
- At least 1 week prior to the Los Angeles County Auditor-Controller's deadline for submittal, provide a finalized listing of the assessments to City staff, noting any parcel numbering changes. If staff request additional alterations to the assessment as a result of this review, our staff will implement changes and provide an updated list.
- Prior to the Los Angeles County Auditor-Controller's deadline for submittal, provide the total of the City's assessment, and note how the total differs from prior year amounts.
- Using Los Angeles County's DAWeb system, submit the required documents and data, in the required format, prior to County Auditor-Controller's deadline for submittal (typically Aug. 10th).
- Provide the City with the full listing of the assessment as it was submitted, to facilitate answers to any taxpayer questions that may arise. Listing will include information on parcel location, and ownership, in addition to all details pertinent to the assessment itself.
- After submittal, confirm that Los Angeles County's staff and DAWeb system successfully intake the provided data and documents. Includes monitoring the DAWeb system for confirmation that the data has been uploaded to the Tax Collector's mainframe.
- Where City staff deem necessary, prepare and submit corrections to the assessment data. This includes preparation of forms and datasets to be uploaded to Los Angeles County's DA Web system.

V SCOPE OF SERVICES

Proposed Work Plan/Staffing Schedule

The methodology that the company follows in identifying, correcting and recovering direct assessment errors includes the following:

Task I	Establishment of Assessment Area Data Set
Task II	Review of Client Data, Identify Potential Errors
Task III	Confer on Proposed Corrections, Prepare Submittal
Task IV	Submittal and Monitoring

HdL Coren & Cone has ample staff to devote to the tasks required in this request for qualifications. Our knowledgeable staff will be assigned to ensure that the deadlines for deliverables are met and that requests placed by District staff are handled expeditiously.

VI FEES

A. Direct Assessment Administration and Information Services

The fee for the above scope of work will be as follows:

- $500 set up fee in first year only.
- $0.42 per parcel for first year. For each subsequent year of placement, fee shall be $0.42 per parcel, adjusted by the growth of the Calfornia Consumer Price Index (CCPI) for All Urban Consumers, from February of the contract year, to February of the year of the assessment placement, then rounded down to the nearest whole cent.

B. Additional Services

Work that is requested by the City that is beyond the scope of services in this proposal shall be charged on a time and material basis. No work shall be performed without prior written approval by the City. Fees for these services are as follows:

	Hourly Rate
Partner	$250
Principal	$225
Programmer	$200
Associate	$175
Senior Analyst	$125
Analyst	$90
Administrative	$70

HdL Coren & Cone

June 15, 2023

City of Compton Water Department
Victor Meza, Water and Waste General Manager
205 South Willowbrook Ave.
Compton, CA 90220

RE: PROPOSAL FOR DIRECT ASSESSMENT ADMINISTRATION AND INFORMATION SERVICES

Dear Mr. Meza,

It appears that information supplied to City accounting/purchasing staff with the attached proposal resulted in the perception that the cost for this project would be based off an approximate assessment count of 5,000 parcels. This was the assessment count provided to HdL Coren & Cone by Lupe Gomez, who was our initial contact at the time that the proposal was created.

We have since been informed by City staff that the actual assessment count is approximately 17,000.

Both the proposal and our proposed contract language indicate that the cost for placing the assessment on the tax rolls will be $0.42 per assessed parcel. With an estimated count of 17,000, our fee estimate is calculated at $7,640 (including the one-time project set up fee of $500). The actual invoiced fee amount will vary from this estimate to the extent that the number of parcels assessed increases or decreases from the 17,000 assessment estimate.

We are providing this updated information for the purpose of clarifying the estimated cost of the project, to allow the City to issue an appropriately modified purchase order for the project.

Please let us know if any additional clarification on this subject is required.

Best Regards,

Joel Hermann
Special Assessment Services
HdL Coren & Cone

RECORD OF THREE PRICE QUOTATIONS

Requisition or P.O. No.:

Price Quotations: Waste Direct Assessment Services

First Quote

Vendor Name	HdL Coren & Cone	Date Contacted	06.15.2023
Address	120 S. State College Blvd.	Telephone	714-879-5000
Individual Contacted	Joel Hermann	Price Quoted	#7,640.00
Price Good To:			
Remarks:			

Quote Based on 17,000 parcels and any associated set up fees.

Second Quote

Vendor Name	Willdan	Date Contacted	06.15.2023
Address	27368 Via Industria	Telephone	951.587.3586
Individual Contacted	Jonnie Reynolds	Price Quoted	#12,250.00
Price Good To:			
Remarks:			

Quote Based on 17,000 parcels and any associated set up fees.

Third Quote

Vendor Name	SCI Consulting Group	Date Contacted	06.15.2023
Address	4745 Mangels Blvd.	Telephone	707.430.4300 Ext. 120
Individual Contacted	Melanie Lee	Price Quoted	#22,100.00
Price Good To:			
Remarks:			

Quote Based on 17,000 parcels and any associated set up fees.

Explanation

The Waste Division requested proposals for Direct Assessment services that included 17,000 fixed parcels and any associated set-up fees. We received three (3) complete proposals.

D. Stewart AAIII, DS — Prepared By Name/Title:

06.21.2023 — Date

GEN. MANAGER — Approved By Name/Title:

6.22.23 — Date

HdL Coren & Cone

June 15, 2023

City of Compton Water Department
Victor Meza, Water and Waste General Manager
205 South Willowbrook Ave.
Compton, CA 90220

RE: PROPOSAL FOR DIRECT ASSESSMENT ADMINISTRATION AND INFORMATION SERVICES

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We are providing this updated information for the purpose of clarifying the estimated cost of the project, to allow the City to issue an appropriately modified purchase order for the project.

Please let us know if any additional clarification on this subject is required.

Best Regards,

Joel Hermann
Special Assessment Services
HdL Coren & Cone

Dominique Stewart

From: Dominique Stewart
Sent: Thursday, June 15, 2023 3:52 PM
To: 'Joanie Reynolds'
Cc: Stacee Reynolds; Victor Meza
Subject: RE: Revised Willdan Proposal

Joanie,

Thank you for revising the quote on such short notice. We really appreciate it!

Dominique Stewart
Administrative Analyst II
Compton Water Department
City of Compton | 205 South Willowbrook Avenue, Compton
Phone: 310.605.5563 | Fax: 310.763.4567
City Hall is Closed Every Friday

From: Joanie Reynolds <jreynolds@willdan.com>
Sent: Thursday, June 15, 2023 3:39 PM
To: Dominique Stewart <DStewart@comptoncity.org>
Cc: Stacee Reynolds <sreynolds@willdan.com>
Subject: Revised Willdan Proposal

Dominique,
Per our conversation, attached is the revised proposal to annually administer the Trash Collection Charges, reflecting a parcel count of 17,000. Thank you for the opportunity to revise this submittal.

Please let me know if additional information is needed. Thanks! Joanie

Joanie Reynolds
Program Director

Willdan
Comprehensive. Innovative. Trusted.

27368 Via Industria, Suite 200
Temecula, California 92590
T. 951.587.3586
C. 951.256.7163

Fee Proposal

The fixed fees below reflect application of the scope of services. *Please note the fee denoted for Fiscal Year 2023/2024 includes a one-time set-up fee of $1,750.*

Annual Administration Fee Trash Collection Charge	No. of Parcels	FY 23/24 Fee	FY 24/25 Fee	FY 25/26 Fee
Trash Collection Charge	17,000	$ 12,250	$ 10,500	$ 10,500

These fees are based on the time we estimate that will be spent on average each year; and assumes the corresponding parcel count identified above. As the work progresses, fees are payable on a monthly percentage-completion basis. Additionally, costs associated with the purchase of data and maps from the Los Angeles County Assessor's Office are included in the fee listed and will not be charged to the City.

Reimbursable Expenses

Willdan will be reimbursed for out-of-pocket expenses. Examples of reimbursable expenses include, but are not limited to:

- Postage;
- Travel expenses;
- Mileage (current federal prevailing rate);
- Maps;
- Electronic data provided from the County and/or other applicable resources;
- Construction cost periodicals; and
- Copying (currently 6¢ per copy).

Any additional expense for reports or from outside services will be billed to the City, plus a fifteen percent (15%) mark-up. Charges for meeting and consulting with counsel, the District, or other parties regarding services not listed in the scope of work will be at our then current hourly rates (refer to hourly rate schedule).

Hourly Rates

Additional services may be authorized by the City and will be billed at our then-current hourly overhead consulting rates. Our current hourly rates are outlined in the table below.

Willdan Financial Services Hourly Rate Schedule	
Position	Hourly Rate
Group Director	$210
Principal Engineer	$212
Assistant Director / Principal Consultant	$200
Senior Project Manager	$165
Project Manager / Program Director	$145
Senior Project Analyst	$130
Senior Analyst	$120
Analyst	$100
Assistant Analyst	$75

Dominique Stewart

From: Melanie Guillory-Lee <melanie.lee@sci-cg.com>
Sent: Wednesday, June 21, 2023 11:46 AM
To: Dominique Stewart
Cc: Semmik Wilson; Victor Meza
Subject: RE: Direct Assessment

Hi Dominique,

Great timing! I received confirmation on pricing yesterday.

- Option 1: Annual Levy Administration if City supplies the levy roll: $22,100 *Or*
- Option 2: Annual Levy Administration if SCI calculates the trash collection fees based on the rate and current methodology: $22,100 base rate + Hourly fees.

Please let me know if you have any questions.

Sincerely,

Melanie

Sent from my Verizon, Samsung Galaxy smartphone

-------- Original message --------
From: Dominique Stewart <DStewart@comptoncity.org>
Date: 6/21/23 11:25 AM (GMT-08:00)
To: Melanie Guillory-Lee <melanie.lee@sci-cg.com>
Cc: Semmik Wilson <swilson@comptoncity.org>, Victor Meza <vmeza@comptoncity.org>
Subject: RE: Direct Assessment

Good morning Melanie,

Following up with the voicemail I left you earlier regarding the Direct Assessment Proposal.

I am requesting an updated proposal that includes an estimated 17,000 parcels to be levied to the LA County Tax roll, instead of the initial 5,000 that was requested. If you can include the amount per parcel, as well as any associated fees that will be perfect.

Thanks in advance,

Dominique Stewart

June 27, 2023

TO: HONORABLE MAYOR AND COUNCIL MEMBERS

FROM: THE CITY CONTROLLER

SUBJECT: A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON AUTHORIZING THE CITY MANAGER TO ENTER INTO A MULTI-YEAR PROFESSIONAL SERVICES AGREEMENT WITH AND ESTABLISH A PURCHASE ORDER FOR EADIE AND PAYNE, LLP TO AUDIT THE CITY'S FINANCIAL STATEMENTS ($236,140)

SUMMARY

Adoption of the resolution will authorize the City Manager to enter into an agreement between the City of Compton and Eadie and Payne LLP for audit services with two one-year renewal options, and establish a purchase order in the amount of Two-Hundred Thirty-Six-Thousand One-Hundred-Forty Dollars ($236,140.00).

BACKGROUND

Section 1419 of the City Charter of the City of Compton provides for the employment of a qualified accountant at the beginning of each Fiscal Year, who at such time or times as may be specified by the City Council shall examine the books, records, inventories and reports of all officers and employees who receive, handle or disburse public funds and of such other officers, employees and departments as the City Council may direct.

STATEMENT OF THE ISSUE

Municipal Code § 4-11.7(d) Exceptions to Competitive Bidding Requirements states

> *"Except as otherwise provided in Section 1409 of the City Charter, state or federal law, the competitive bidding requirements of this section shall not apply in the following circumstances:*
>
> *(d) any contract for professional services; such as, but not limited to, attorneys, physicians, architects, engineers, consultants, accountants, specialized printers or other individual organizations possessing a high degree of professional, unique, specialized or technical skill or expertise. Selection of professional services providers shall be on the basis of*

> *demonstrated competence and professional qualifications necessary for the satisfactory performance of the services required at a fair and reasonable price."*

A Certified Public Accountant (CPA) is needed to conduct an independent Financial Statement and Single Audit of the City for the Fiscal Years ended June 30 2022, June 30 2023, and June 30 2024.

Although a permitted exception to competitive bidding requirements existed due to the need of the professional services of an accountant, a Request for Proposal (RFP) was still issued in order to expand the pool of possible candidates.

During the Audit Committee meeting on March 28, 2022, the Audit Committee (as approved by the City Council per resolution number 25,220), requested staff to publish a Request for Proposal for Certified Public Accountants to conduct an independent Financial Statement and Single Audit of the City for the Fiscal Years ended June 30 2022, June 30 2023 and June 30 2024. [The members of the Audit Committee per Resolution 25,220 are two (2) appointed members of the City Council, the City Controller, the City Manager, and one member/resident of the City of Compton]. The committee received only two responses to the request for proposal from: Eadie and Payne LLP and Badawi and Associates. Both candidates were invited for presentation and interview respectively. Thereafter, members of the Audit Committee rated the candidates based on their presentation and written proposals.

The rating was based on the following criteria:

1. Approach to Audit Quality
2. Team Knowledge and Experience
3. Unique Qualifications
4. Value Added Services
5. Scope of work and Pricing of the Engagement

The Audit Committee's ranking score out of 100 points, as well as the Dollar Cost Bid for each firm are as follows:

Firm Name	Audit Committee Ranking	Fee Proposal
Eadie and Payne LLP	88 point	$655,644.00
Badawi and Associates	76 points	$556,510.00

The Audit Committee gave Eadie and Payne LLP the highest rating since it was deemed that Eadie and Payne LLP had a more responsive proposal. This was due to its significant experience with performing technically challenging audits with cities who have experienced State Controller and State Auditor Department audit findings.

Approval of this resolution will authorize the City Manager to enter into a contract between the City of Compton and Eadie and Payne LLP for the audit of the City's Financial Statements, Single Audit, Public Finance Authority Audit, Successor Agency Audit, and Compton Housing Authority Audit. Other services include:

- Issue an independent auditor's report
- Issue internal control and compliance report
- Agreed-upon procedures on City's Investment policy
- Agreed-upon procedures on City's GANN Limit
- Agreed-upon procedures on City's Measure P
- Preparation of Annual Comprehensive Financial report
- Assistance with the Bond covenants
- Assistance with FASS-PH certification
- Communication with the State Controller's Office, State Auditor, and other agencies as required.

Eadie and Payne LLP is the existing Certified Public Accounting Firm conducting the Financial Statement and Single Audit of the City. Presently the firm is making every effort to help the City to resolve the State Controller and State Auditor findings. The firm is familiar with the City's current financial and internal control position and has played a significant role in building the City's existing relationship with the State Controller's Office. Further, the firm's staff have worked directly with City Staff to develop a very detailed action plan and their participation in monitoring the progress is also invaluable.

The cost for the agreement to audit the City's Financial Statements for the Fiscal Years ended June 30 2022, June 30 2023, and June 30, 2024 with an option to extend the contract for each of the succeeding two Fiscal Years is Six-Hundred Fifty-Five Thousand Six-Hundred Forty- Four dollars ($655,644.00).

Additionally, a purchase order is being requested to be opened in the amount of Two-Hundred Thirty-Six-Thousand One-Hundred-Forty Dollars ($236,140.00) from account number 1001-650-000-4266, General Fund, City Controller Department, Contract Services Expense Account.

FISCAL IMPACT

The amount for this service is Six-Hundred Fifty-Five Thousand Six-Hundred Forty- Four dollars ($655,644.00) for Eadie & Payne, LLP to audit the City's

Financial Statements the City's Financial Statements for the Fiscal Years ended June 30 2022, June 30 2023, and June 30, 2024 with an option to extend the contract for each of the succeeding two Fiscal Years. This amount will be appropriated in the City Controller's budget for the Fiscal Year 2022-2023 and/or later years' budgets in account number 1001-650-000-4266.

A purchase order is also being requested to be opened in the amount of Two-Hundred Thirty-Six-Thousand One-Hundred-Forty Dollars ($236,140.00) from account number 1001-650-000-4266, General Fund, City Controller Department, Contract Services Expense Account in the City Controller's Department FY2022-2023 Budget. Funds are already appropriated in this account in the amount of Two-Hundred Thirty-Six-Thousand One-Hundred-Forty Dollars ($236,140.00) in the City Controller's Department FY2022-2023 Budget.

Lastly, funds will be allocated and a purchase order generated for the services provided under the Eadie and Payne LLP Agreement from future approved City budgets.

RECOMMENDATION

Staff recommends that the City Council adopt the attached Resolution.

SHARON RAHBAN NAVIZADEH
CITY CONTROLLER

APPROVED FOR FORWARDING:

THOMAS THOMAS
CITY MANAGER

RESOLUTION NO. _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON AUTHORIZING THE CITY MANAGER TO ENTER INTO A MULTI-YEAR PROFESSIONAL SERVICES AGREEMENT WITH AND ESTABLISH A PURCHASE ORDER FOR EADIE AND PAYNE, LLP TO AUDIT THE CITY'S FINANCIAL STATEMENTS ($236,140)

WHEREAS, section 1419 of the City Charter of the City of Compton provides for the employment of a qualified accountant at the beginning of each fiscal year, who at such time or times as may be specified by the City Council shall examine the books, records, inventories and reports of all officers and employees who receive, handle or disburse public funds and of such other officers, employees and departments (the audit) as the City Council may direct; and

WHEREAS, an annual audit is also required to satisfy Federal legislation, state regulations, grants requirements, bonds covenants and other applicable regulations; and

WHEREAS, a Certified Public Accountant (C.P.A.) is needed to conduct an independent Financial Statement and Single Audit of the City for the Fiscal Years ended June 30 2022, June 30 2023 and June 30 2024.

WHEREAS, Municipal Code § 4-11.7(d) Exceptions to Competitive Bidding Requirements states

"Except as otherwise provided in Section 1409 of the City Charter, state or federal law, the competitive bidding requirements of this section shall not apply in the following circumstances:

(d) any contract for professional services; such as, but not limited to, attorneys, physicians, architects, engineers, consultants, accountants, specialized printers or other individual organizations possessing a high degree of professional, unique, specialized or technical skill or expertise. Selection of professional services providers shall be on the basis of demonstrated competence and professional qualifications necessary for the satisfactory performance of the services required at a fair and reasonable price."

WHEREAS, although a permitted exception to competitive bidding requirements existed due to the need of the professional services of an accountant, a Request for Proposal (RFP) was still issued in order to expand the pool of possible candidates.

WHEREAS, the City performed a competitive bidding process for the selection of a qualified Accountant to carry out the above required audit in line with the City Charter and other applicable legislation and contractual requirements; and

WHEREAS, during the Audit Committee meeting on March 28, 2022, the Audit Committee (as approved by the City Council per resolution number 25,220), requested staff to publish a Request for Proposal for Certified Public Accountants to conduct an independent Financial Statement and Single Audit of the City for the Fiscal Years ended June 30 2022, June 30 2023 and June 30 2024.

WHEREAS, two firms were involved in the bidding process who were independently evaluated and scored by the Audit Committee members; and

WHEREAS, Eadie and Payne, LLP, was selected because it demonstrated that it is specifically trained, experienced, competent, and has the resources to provide such services as required by the Agreement; and

WHEREAS, the fiscal impact of this agreement will be a total cost not to exceed Six-Hundred Fifty-Five Thousand Six-Hundred Forty-Four dollars ($655,644); and

WHEREAS, funds are already appropriated in this account in the amount of Two-Hundred Thirty-Six-Thousand One-Hundred-Forty Dollars ($236,140.00) in the City Controller's Department FY2022-2023 Budget for the first year of the contract; and

WHEREAS, a purchase order is being requested to be opened in the amount of Two-Hundred Thirty-Six-Thousand One-Hundred-Forty Dollars ($236,140.00) from account number 1001-650-000-4266, General Fund, City Controller Department, Contract Services Expense Account.

WHEREAS, it is recommended that the City Council authorize the City Manager to enter into an agreement with Eadie and Payne, LLP to provide audit services for the stated multiple Fiscal Years and to issue a Purchase order for the service.

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

SECTION 1. That the City Manager is hereby authorized to enter into a professional services agreement between the City of Compton and Eadie and Payne LLP, upon the advice of the City Attorney, to conduct professional audit services for the Fiscal Years ended June 30, 2022, June 30, 2023, and June 30, 2024 in the amount of Six-Hundred Fifty-Five Thousand Six-Hundred Forty-Four dollars ($655,644).

SECTION 2. That funds in the amount of Two-Hundred Thirty-Six-Thousand One-Hundred-Forty Dollars ($236,140.00) are available in the City Controller's Department budget for the Fiscal Year 2022-2023 in account number 1001-650-000-4266

SECTION 3. That a purchase order shall be issued to Eadie and Payne from Account Number 1001-650-000-4266 in the amount of Two-Hundred Thirty-Six-Thousand One-Hundred-Forty Dollars ($236,140.00).

SECTION 4. That funds will be allocated and a purchase order generated for the services provided under the Eadie and Payne LLP Agreement from future approved City budgets.

SECTION 5. That a copy of this Resolution shall be filed in the offices of the City Clerk, City Attorney, City Manager, and City Controller.

SECTION 6. That the Mayor shall sign and the City Clerk shall attest to the adoption of this Resolution.

ADOPTED this _____ day of _____, 2023.

_____
MAYOR OF THE CITY OF COMPTON

ATTEST:

CLERK OF THE CITY OF COMPTON

STATE OF CALIFORNIA)
COUNTY OF LOS ANGELES) ss
CITY OF COMPTON)

I, Vernell McDaniel, City Clerk of the City of Compton, hereby certify that the foregoing Resolution was adopted by the City Council of the City of Compton, signed by the Mayor and attested by the City Clerk at a regular meeting thereof held on this _____ day of _____, 2023.

That said Resolution was adopted by the following vote, to wit:

AYES: COUNCILMEMBERS -
NOES: COUNCILMEMBERS -
ABSTAIN: COUNCILMEMBERS -
ABSENT: COUNCILMEMBERS -

_____
CITY CLERK OF THE CITY OF COMPTON

PROFESSIONAL SERVICES AGREEMENT
BETWEEN
CITY OF COMPTON
AND
EADIE & PAYNE, LLP
CERTIFIED PUBLIC ACCOUNTANTS

This **AGREEMENT** is entered into by and between the **CITY OF COMPTON**, a municipal corporation of the State of California (hereinafter referred to as "CITY") located at 205 South Willow brook Avenue, Compton, California 90220, and **EADIE & PAYNE, LLP**, a California Certified Public Accounting firm (hereinafter referred to as " **INDEPENDENT AUDITOR**"), located at 3880 Lemon Street, Suite 300, Riverside, CA 92501.

RECITALS:

WHEREAS, Section 1419 of the Compton City Charter provides for the employment of a qualified accountant at the beginning of each fiscal year who shall examine the books, records, inventories and reports of all officers and employees who receive, handle or disburse public funds and of such other officers, employees and departments as the City Council may direct; and

WHEREAS, the City needs to employ the services of a qualified and experienced Independent Auditor (Certified Public Accounting firm) to audit the City's Annual Financial Statement Reports for Fiscal Years ending June 30, 2022, 2023 and 2024 and to perform the Single Audits (audits of federal grants) for the Fiscal Years ended June 30, 2022, 2023, 2024; and

WHEREAS, by Resolution No. _____ adopted on the _____, the City Council authorized the City Manager to accept the proposal of the Independent Auditor and enter into a contract to provide the necessary services; and

WHEREAS, Independent Auditor (Eadie & Payne, LLP) represents that it is specifically trained, experienced, competent, and has the resources to provide such services which will be required by this Agreement; and

WHEREAS, Independent Auditor is willing to render such professional services subject to the terms and conditions set forth in this Agreement.

NOW, THEREFORE, Independent Auditor and the City, for the consideration, terms and conditions herein described, mutually agree as follows:

AGREEMENT:

1. **Services to be rendered by Independent Auditor**. It is the mutual understanding of the parties that the Independent Auditor shall perform and be responsible for rendering the following professional auditing services

- Basic Financial Statements — audit of the City's basic financial statements for Fiscal Year ending June 30, 2022, for Fiscal Year ending June 30, 2023 and for Fiscal Year ending June 30, 2024, to include audit of the financial statements of the governmental activities, the business-type

activities, each major fund and the aggregate remaining fund information with an option to extend for two more years. And for the years then ended, and the related notes which collectively comprise the City's basic financial statements.

1. In addition will the Independent Auditor conduct compliance audit over major federal award programs for the periods ended June 30, 2022, 2023, 2024, with an options extend the contract for two more years.
2. Furthermore, the Auditor will perform agreed upon procedures pertaining to the City's GANN limit, Measure P financial statements and compliance with Measure P requirements, and compliance with Bond Covenant requirements Audit shall be performed in accordance with auditing standards generally accepted in the United States of America as promulgated by the Governmental Accounting Standards Board (GASB).
3. Our audits will be conducted with the objectives of our expressing an opinion on each opinion unit and an opinion on compliance regarding the entity's major federal award programs. The objectives of our audits of the financial statements are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion.

Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with auditing standards generally accepted in the United States of America (GAAS) and in accordance with *Government Auditing Standards* will always detect a material misstatement when it exists. Misstatements, including omissions, can arise from fraud or error and are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

The objectives of our compliance audits are to obtain sufficient appropriate audit evidence to form an opinion and report at the level specified in the governmental audit requirement about whether the entity complied in all material respects with the applicable compliance requirements and identify audit and reporting requirements specified in the governmental audit requirement that are supplementary to GAAS and Government Auditing Standards , if any, and perform procedures to address those requirements.

Accounting principles generally accepted in the United States of America, (U.S. GAAP,) as promulgated by the Governmental Accounting Standards Board (GASB) require that certain required supplementary information (RSI), such as management's discussion and analysis (MD&A) and budgetary comparison information, be presented to supplement the basic financial statements. Such information, although not a part of the basic financial statements, is required by the GASB, who considers it to be an essential part of financial

reporting for placing the basic financial statements in an appropriate operational, economic, or historical context.

As part of our engagement, we will apply certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, (U.S. GAAS). These limited procedures will consist primarily of inquiries of management regarding their methods of measurement and presentation, and comparing the information for consistency with management's responses to our inquiries. We will not express an opinion or provide any form of assurance on the RSI. The following RSI is required by accounting principles generally accepted in the United States of America. This RSI will be subjected to certain limited procedures but will not be audited:

- Management's Discussion and Analysis;
- Schedules of Changes in Net Pension Liability and Related Ratios;
- Schedule of Proportionate Share of the Net Pension Liability and Related Ratios; Schedule of Plan Contributions;
- Schedule of Changes in Net OPEB Liability and Related Ratios; Schedule of contributions – OPEB; and Notes to required supplementary information.
- General Fund and Major Fund Budgetary Comparison Schedules;

Supplementary information other than RSI will accompany the City's basic financial statements. We will subject the following supplementary information to the auditing procedures applied in our audit of the basic financial statements and perform certain additional procedures, including comparing and reconciling the supplementary information to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and additional procedures in accordance with U.S. GAAS. We intend to provide an opinion on the following supplementary information in relation to the basic financial statements as a whole:

- Schedule of Expenditures of Federal Awards Individual and combining fund financial statements.

Also, the document we submit to you will include the following other additional information that will be subjected to the auditing procedures applied in our audit of the financial statements:

- Combining Balance Sheet – Non-major Governmental Funds
- Combining Statement of Revenues, Expenditures, and Changes in Fund Balances Non-major Government Funds.
- Combining Statement if Net Position – Internal Service Funds
- Combining Statement if Revenues, Expenses, and Changes in Net Position – Internal

Service Funds Combining Statement of Cash Flows – Internal Service Funds

Schedule of Expenditures of Federal Awards

We will subject the schedule of expenditures of federal awards to the auditing procedures applied in our audit of the basic financial statements and certain additional procedures, including comparing and reconciling the schedule to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and additional procedures in accordance with auditing standards generally accepted in the United States of America. We intend to provide an opinion on whether the schedule of expenditures of federal awards is presented fairly in all material respects in relation to the financial statements as a whole.

- Financial and compliance audits in accordance with provisions of U.S. Office of Management and Budget (OMB) Circular A-133 (Single Audit of federal grants for six major programs) and related compliance supplements for Fiscal Years ending June 30, 2022, 2023, 2024.

Independent Auditor acknowledges that in entering into this Agreement, the City is relying on Independent Auditor's special skills and experience to do and perform the services in accordance with best standards of professional practice.

Independent Auditor services hereunder shall be performed in a good, workmanlike and professional manner. Independent Auditor shall be responsible for correcting and completing all errors and omissions related to the services provided by the Independent Auditor for this Agreement at no additional cost to the City. "Errors" and "Omissions" for purposes of this paragraph are defined to mean a failure by the Independent Auditor to meet the standards of its profession as set forth in the preceding paragraph. The acceptance of the services by City does not release Independent Auditor from these obligations.

Independent Auditor will be responsible for employing or engaging all persons necessary to perform the services. All of Independent Auditor's staff will be qualified by training and experience to perform their assigned tasks. Independent Auditor will give its personal attention to the fulfillment of the provisions of this Agreement by all of its employees and subcontractors, if any, and will keep the services under its control.

Data Collection Form

Prior to the completion of our engagement, we will complete the sections of the Data Collection Form that are our responsibility. The form will summarize our audit findings, amounts and conclusions. It is management’s responsibility to submit a reporting package including financial statements, schedule of expenditure of federal awards, summary schedule of prior audit findings and corrective action plan along with the Data Collection Form to the federal audit clearinghouse. The financial reporting package must be text

searchable, unencrypted, and unlocked. Otherwise, the reporting package will not be accepted by the federal audit clearinghouse. We will assist you in the electronic submission and certification. You may request from us copies of our report for you to include with the reporting package submitted to pass-through entities.

The Data Collection Form is required to be submitted within the earlier of 30 days after receipt of our auditors' reports or nine months after the end of the audit period, unless specifically waived by a federal cognizant or oversight agency for audits. Data Collection Forms submitted untimely are one of the factors in assessing programs at a higher risk.

Audit of the Financial Statements

We will conduct our audits in accordance with GAAS, the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States of America; the audit requirements of Title 2 U.S. Code of Federal Regulations (CFR) Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance). As part of an audit of financial statements in accordance with GAAS and *Government Auditing Standards*, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control.2 However, we will communicate to you in writing concerning any significant deficiencies or material weaknesses in internal control relevant to the audit of the financial statements that we have identified during the audit.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Conclude, based on the audit evidence obtained, whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the City's ability to continue as a going concern for a reasonable period of time.

Because of the inherent limitations of an audit, together with the inherent limitations of internal control, an unavoidable risk that some material misstatements or noncompliance may not be detected exists, even though the audit is properly planned and performed in accordance with GAAS and Government Auditing Standards of the Comptroller General of the United States of America. Please note that the determination of abuse is subjective and Government Auditing Standards does not require auditors to detect abuse.

Our responsibility as auditors is limited to the period covered by our audit and does not extend to any other periods.

We will issue a written report upon completion of our audit of the City's basic financial statements. Our report will be addressed to the City Council. Circumstances may arise in which our report may differ from its expected form and content based on the results of our audit. Depending on the nature of these circumstances, it may be necessary for us to modify our opinions, add an emphasis-of-matter or other-matter paragraph(s) to our auditor's report, or if necessary, withdraw from the engagement. If our opinions on the basic financial statements are other than unmodified, we will discuss the reasons with you in advance. If, for any reason, we are unable to complete the audit or are unable to form or have not formed opinions, we may decline to express opinions or to issue a report as a result of this engagement.

In accordance with the requirements of *Government Auditing Standards*, we will also issue a written report describing the scope of our testing over internal control over financial reporting and over compliance with laws, regulations, and provisions of grants and contracts, including the results of that testing. However, providing an opinion on internal control and compliance over financial reporting will not be an objective of the audit and, therefore, no such opinion will be expressed.

Audit of Major Program Compliance

Our audit of the City's major federal award program(s) compliance will be conducted in accordance with the requirements of the Single Audit Act, as amended; and the Uniform Guidance, and will include tests of accounting records, a determination of major programs in accordance with the Uniform Guidance and other procedures we consider necessary to enable us to express such an opinion on major federal award program compliance and to render the required reports. We cannot provide assurance that an unmodified opinion on compliance will be expressed. Circumstances may arise in which it is necessary for us to modify our opinion or withdraw from the engagement.

The Uniform Guidance requires that we also plan and perform the audit to obtain reasonable assurance about whether material noncompliance with applicable laws and regulations, the provisions of contracts and grant agreements applicable to major federal award programs, and the applicable compliance requirements occurred, whether due to fraud or error, and express an opinion on the entity's compliance based on the audit. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS,

Government Auditing Standards, and the Uniform Guidance will always detect material noncompliance when it exists.

The risk of not detecting material noncompliance resulting from fraud is higher than for that resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Noncompliance with the compliance requirements is considered material if there is a substantial likelihood that, individually or in the aggregate, it would influence the judgment made by a reasonable user of the report on compliance about the entity's compliance with the requirements of the federal programs as a whole.

As part of a compliance audit in accordance with GAAS and in accordance with *Government Auditing Standards*, we exercise professional judgment and maintain professional skepticism throughout the audit. We also identify and assess the risks of material noncompliance, whether due to fraud or error, and design and perform audit procedures responsive to those risks.

Our procedures will consist of determining major federal programs and, performing the applicable procedures described in the U.S. Office of Management and Budget *OMB Compliance Supplement* for the types of compliance requirements that could have a direct and material effect on each of the entity's major programs, and performing such other procedures as we consider necessary in the circumstances. The purpose of those procedures will be to express an opinion on the entity's compliance with requirements applicable to each of its major programs in our report on compliance issued pursuant to the Uniform Guidance.

Also, as required by the Uniform Guidance, we will obtain an understanding of the entity's internal control over compliance relevant to the audit in order to design and perform tests of controls to evaluate the effectiveness of the design and operation of controls that we consider relevant to preventing or detecting material noncompliance with compliance requirements applicable to each of the entity's major federal award programs. Our tests will be less in scope than would be necessary to render an opinion on these controls and, accordingly, no opinion will be expressed in our report. However, we will communicate to you, regarding, among other matters, the planned scope and timing of the audit and any significant deficiencies and material weaknesses in internal control over compliance that we have identified during the audit.

We will issue a report on compliance that will include an opinion or disclaimer of opinion regarding the entity's major federal award programs, and a report on internal controls over compliance that will report any significant deficiencies and material weaknesses identified; however, such report will not express an opinion on internal control.

Management Responsibilities

Our audit will be conducted on the basis that management and, when appropriate, those charged with governance acknowledge and understand that they have responsibility:

1. For the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America;
2. For the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error;
3. For identifying, in its accounts, all federal awards received and expended during the period and the federal programs under which they were received;
4. For maintaining records that adequately identify the source and application of funds for federally funded activities;
5. For preparing the schedule of expenditures of federal awards (including notes and noncash assistance received) in accordance with the Uniform Guidance;
6. For designing, implementing, and maintaining effective internal control over federal awards that provides reasonable assurance that the entity is managing federal awards in compliance with federal statutes, regulations, and the terms and conditions of the federal awards;
7. For identifying and ensuring that the entity complies with federal laws, statutes, regulations, rules, provisions of contracts or grant agreements, and the terms and conditions of federal award programs, and implementing systems designed to achieve compliance with applicable federal statutes, regulations, and the terms and conditions of federal award programs;
8. For disclosing accurately, currently, and completely the financial results of each federal award in accordance with the requirements of the award;
9. For identifying and providing report copies of previous audits, attestation engagements, or other studies that directly relate to the objectives of the audit, including whether related recommendations have been implemented;
10. For taking prompt action when instances of noncompliance are identified;
11. For addressing the findings and recommendations of auditors, for establishing and maintaining a process to track the status of such findings and recommendations and taking corrective action on reported audit findings from prior periods and preparing a summary schedule of prior audit findings;
12. For following up and taking corrective action on current year audit findings and preparing a corrective action plan for such findings;
13. For submitting the reporting package and data collection form to the appropriate parties;
14. For making the auditor aware of any significant contractor relationships where the contractor is responsible for program compliance;
15. To provide us with:
    a. Access to all information of which management is aware that is relevant to the preparation and fair presentation of the financial statements including the disclosures, and relevant to federal award programs, such as records, documentation, and other matters;
    b. Additional information that we may request from management for the purpose of the audit;

c. Unrestricted access to persons within the entity from whom we determine it necessary to obtain audit evidence;

d. A written acknowledgement of all the documents that management expects to issue that will be included in the annual report and the planned timing and method of issuance of that annual report; and

e. A final version of the annual report (including all the documents that, together, comprise the annual report) in a timely manner prior to the date of the auditor's report.

16. For including the auditor's report in any document containing basic financial statements that indicates that such basic financial statements have been audited by us;

17. For identifying and ensuring that the entity complies with the laws and regulations applicable to its activities;

18. For adjusting the financial statements to correct material misstatements and confirming to us in the management representation letter that the effects of any uncorrected misstatements aggregated by us during the current engagement and pertaining to the current year period under audit are immaterial, both individually and in the aggregate, to the financial statements as a whole;

19. For acceptance of non-attest services, including identifying the proper party to oversee non-attest work;

20. For maintaining adequate records, selecting and applying accounting principles, and safeguarding assets;

21. For informing us of any known or suspected fraud affecting the entity involving management, employees with significant role in internal control and others where fraud could have a material effect on compliance; 22. For the accuracy and completeness of all information provided;

23. For taking reasonable measures to safeguard protected personally identifiable and other sensitive information; and

24. For confirming your understanding of your responsibilities as defined in this letter to us in your management representation letter.

With regard to the schedule of expenditures of federal awards referred to above, you acknowledge and understand your responsibility (a) for the preparation of the schedule of expenditures of federal awards in accordance with the Uniform Guidance, (b) to provide us with the appropriate written representations regarding the schedule of expenditures of federal awards, (c) to include our report on the schedule of expenditures of federal awards in any document that contains the schedule of expenditures of federal awards and that indicates that we have reported on such schedule, and (d) to present the schedule of expenditures of federal awards with the audited financial statements, or if the schedule will not be presented with the audited financial statements, to make the audited financial statements readily available to the intended users of the schedule of expenditures of federal awards no later than the date of issuance by you of the schedule and our report thereon.

As part of our audit process, we will request from management, written confirmation concerning representations made to us in connection with the audit.

We understand that your employees will prepare all confirmations we request and will locate any documents or invoices selected by us for testing.

If you intend to publish or otherwise reproduce the financial statements and make reference to our firm, you agree to provide us with printers' proofs or masters for our review and approval before printing. You also agree to provide us with a copy of the final reproduced material for our approval before it is distributed.

Agreed Upon Procedures

An agreed-upon procedures engagement is solely for the purpose of reporting our findings regarding the results of the procedures performed as compared to the criteria pursuant to the law, regulation, or contract requiring the agreed-upon procedures engagement. Prior to the commencement of the engagement, we will agree on the procedures to apply. Prior to the completion of the engagement, you agree to provide us with written agreement and acknowledgement that the procedures performed are appropriate for the intended purpose of the engagement.

We will conduct our engagement in accordance with the attestation standards for agreed-upon procedures engagements established by the AICPA. We are responsible for carrying out the procedures and reporting findings in accordance with these standards. We have no responsibility to determine the differences between the procedures to be performed and the procedures that we would have determined to be necessary had we been engaged to perform another form of attestation engagement.

Our report will list the procedures performed and our findings. Our report will be addressed to the City and will be intended for use by and restricted to the use of the specified parties as identified above. Our report will contain such restricted-use language.

Should we have any reservations with respect to the subject matter, we will discuss them with you before the report is issued. We have no responsibility to update our report for events and circumstances occurring after the date of our report.

As part of our engagement, we will request from management, written confirmation concerning representations made to us in connection with the agreed upon procedures. You agree to provide such confirmation.

Non-attest Services

With respect to any non-attest services we perform (i.e.)

- Prepare the basic financial statements of the City in conformity with U.S. generally accepted accounting principles based on information provided by you.
- Assist in the preparation of the Schedule of Expenditures of Federal Awards.)

We will not assume management responsibilities on behalf of the City. However, we will provide advice and recommendations to assist management of the City in performing its responsibilities.

The City's management is responsible for (a) making all management decisions and performing all management functions; (b) assigning a competent individual to oversee the services; (c) evaluating the adequacy of the services performed; (d) evaluating and accepting responsibility for the results of the services performed; and (e) establishing and maintaining internal controls, including monitoring ongoing activities.
Our responsibilities and limitations of the non-attest services are as follows:

- We will perform the services in accordance with applicable professional standards.
- The non-attest services are limited to the services previously outlined. Our firm, in its sole professional judgment, reserves the right to refuse to do any procedure or take any action that could be construed as making management decisions or assuming management responsibilities, including determining account coding and approving journal entries. Our firm will advise the City with regard to tax positions taken in the preparation of the tax return, but the City must make all decisions with regard to those matters.

Other Matters

The timing of our audit will be scheduled for performance and completion as mutually agreed-upon with management.

Eden C. Casareno is the engagement partner for the audit services specified in this letter. Her responsibilities include supervising Eadie and Payne, LLP's services performed as part of this engagement and signing or authorizing another qualified firm representative to sign the audit report.

Our fees are based on the amount of time required at various levels of responsibility, plus actual out-of-pocket expenses. Invoices will be rendered every month weeks and are payable upon presentation. Our fees for fiscal years 2022, 2023 and 2024 are stated in the Summary of Professional Fees and Expenses. We will notify you immediately of any circumstances we encounter that could significantly affect this fee. Whenever possible, we will attempt to use the City's personnel to assist in the preparation of schedules and analyses of accounts. This effort could substantially reduce our time requirements and facilitate the timely conclusion of the audit.

During the course of the engagement, we may communicate with you or your personnel via fax or e-mail, and you should be aware that communication in those mediums contains a risk of misdirected or intercepted communications.

Regarding the electronic dissemination of audited financial statements, including financial statements published electronically on your Internet website, you understand that

electronic sites are a means to distribute information and, therefore, we are not required to read the information contained in these sites or to consider the consistency of other information in the electronic site with the original document.

Professional standards prohibit us from being the sole host and/or the sole storage for your financial and nonfinancial data. As such, it is your responsibility to maintain your original data and records and we cannot be responsible to maintain such original information. By signing this engagement letter, you affirm that you have all the data and records required to make your books and records complete.

The audit documentation for this engagement is the property of Eadie and Payne, LLP and constitutes confidential information. However, we may be requested to make certain audit documentation available to state and federal agencies and the U.S. Government Accountability Office pursuant to authority given to it by law or regulation, or to peer reviewers. If requested, access to such audit documentation will be provided under the supervision of Eadie and Payne, LLP's personnel. Furthermore, upon request, we may provide copies of selected audit documentation to these agencies and regulators. The regulators and agencies may intend, or decide, to distribute the copies of information contained therein to others, including other governmental agencies. We agree to retain our audit documentation or work papers for a period of at least five years from the date of our report.

Further, we will be available during the year to consult with you on financial management and accounting matters of a routine nature.
During the course of the audit, we may observe opportunities for economy in, or improved controls over, your operations. We will bring such matters to the attention of the appropriate level of management, either orally or in writing.

We agree to retain our audit documentation or work papers for a period of at least five years from the date of our report.

You agree to inform us of facts that may affect the financial statements of which you may become aware during the period from the date of the auditor's report to the date the financial statements are issued.

At the conclusion of our audit engagement, we will communicate to the City Council the following significant findings from the audit:

- Our view about the qualitative aspects of the entity's significant accounting practices;
- Significant difficulties, if any, encountered during the audit;
- Uncorrected misstatements, other than those we believe are trivial, if any;
- Disagreements with management, if any;

- Other findings or issues, if any, arising from the audit that are, in our professional judgment, significant and relevant to those charged with governance regarding their oversight of the financial reporting process;
- Material, corrected misstatements that were brought to the attention of management as a result of our audit procedures;
- Representations we requested from management;
- Management's consultations with other accountants, if any; and significant issues, if any, arising from the audit that were discussed, or the subject of correspondence, with management.

2. **Duration of Contract**. Independent Auditor agrees to commence the services provided for herein on Notification to Proceed from the City and continue in a diligent and professional manner until the services to be rendered are complete, unless terminated as provided herein.

Independent Auditor will generally adhere to deliverable timelines set forth by the City or otherwise agreed to by the parties provided, that City will grant reasonable extensions of time for the performance of the services occasioned by unusually lengthy governmental reviews of Independent Auditor's work product or other unavoidable delays occasioned by unforeseen circumstances; provided, further, that such unavoidable delay will not include strikes, lockouts, work stoppages, or other labor disturbances conducted by, or on behalf of, Independent Auditor's officers or employees.

Independent Auditor acknowledges the importance to City of the project schedule and agrees to put forth its best professional efforts to perform the services in a manner consistent with that schedule. City understands, however, that Independent Auditor's performance must be governed by sound practices. Independent Auditor will work such overtime or engage such personnel and equipment as necessary to maintain the schedule, without additional compensation.

3. **Compensation.** The method of payment for this Contract will be on a fee-for-services basis in a not to exceed total contract as specified below. The total price paid the Independent Auditor will include compensation for all work, including travel, materials, supplies, vendor services, expenses and subcontracted work. No additional compensation will be paid to the Independent Auditor, unless there is a change in the scope of the work or the scope of the project. In the instance of a change in the scope of work or scope of the project, adjustment to the total compensation will be negotiated between the Independent Auditor and the City. Adjustment in the total compensation will not be effective until authorized and approved in writing by the City.

If Independent Auditor fails to submit the required deliverable items according to schedule or as required by the Agreement, except for those amounts that are due and not reasonably in dispute, the City shall have the right to delay payment and/or terminate this Agreement in accordance with the provisions herein.

Independent Auditor shall be reimbursed within thirty (30) days, or as promptly as fiscal procedures may permit, upon receipt by the City of itemized invoices for services completed. Invoices shall be submitted no later than 45 calendar days after the performance of work for which the Independent Auditor is billing. Invoices shall detail the

work performed on each task as applicable. Invoices shall be delivered or mailed to the City Controller at the following address: City of Compton, 205 South Willowbrook Avenue, Compton, California 90220.

In the event of termination, the Independent Auditor shall be entitled to compensation for the undisputed reasonable value of services performed to the effective date of termination, including any non-cancellable obligations incurred prior to termination; provided, however, that the City may condition payment of such compensation upon the Independent Auditor's delivery to the City of any and all City property, documents, reports, records, materials and work product associated with the performance of this Agreement.

4. **Independent Contractor Status**. Independent Auditor, its officers, employees, subcontractors, agents and volunteers (collectively hereinafter the "Independent Auditor"), will perform the services in Independent Auditor's own way and pursuant to this Agreement as an independent contractor and in pursuit of Independent Auditor's independent calling, and not as an employee of the City. The persons used by Independent Auditor to provide the services under this Agreement will not be considered employees of the City for any purposes. Neither the City nor any of its officers, employees, agents or volunteers shall have any control over the conduct of the Independent Auditor, except as expressly set forth in this Agreement. Independent Auditor expressly warrants that while engaged in carrying out and complying with any terms and conditions of this Agreement that Independent Auditor shall not at any time or in any manner, represent that Independent Auditor is in any manner officers, employees, agents or volunteers of the City. Independent Auditor shall obtain no rights to retirement, health care or any other benefit that accrue to City officials, officers, or employees. Independent Auditor expressly waives any claim to such rights.

The payment(s) made to Independent Auditor pursuant to the Agreement will be the full and complete compensation to which Independent Auditor is entitled. City will not make any federal or state tax withholdings on behalf of Independent Auditor or its agents, employees or subcontractors. City will not pay any workers' compensation insurance, retirement contributions or unemployment contributions on behalf of Independent Auditor or its employees or subcontractors. Independent Auditor agrees to indemnify and pay City within thirty (30) days for any tax, retirement contribution, social security, overtime payment, unemployment payment or workers' compensation payment which City may be required to make on behalf of Independent Auditor or any agent, employee, or contractor of Independent Auditor for work done under this Agreement. At the City's election, City may deduct the amounts paid pursuant to this Section, from any balance owing to Independent Auditor.

5. **Successor Agency Assignment and Delegation**. City and the Independent Auditor each binds themselves, their partners, successors, assigns and legal representatives to the other hereto and to partners, successors, assigns and legal representatives of such other party in respect to all covenants, agreements and obligations contained in this Agreement.

The expertise and experience of Independent Auditor are material considerations for this Agreement. Independent Auditor shall not assign or transfer any interest in this Agreement or the performance of any of Independent Auditor's obligations under this Agreement without the prior written consent of the City. Any attempted assignment or

transfer of any of Independent Auditor's rights, duties or obligations arising under this Agreement shall be null and void.

6. **Nondiscriminatory Employment Practices**. During the performance of this Agreement, the Independent Auditor agrees not to discriminate against any employee or applicant for employment because of race, sex, creed, color, religion, age, sexual orientation, marital status, national origin, political affiliation, handicap or belief in accordance with requirements of City, State or Federal laws and regulations. Independent Auditor will take affirmative action to ensure that applicants are employed, and that employees are treated during employment without regard to their race, sex, creed, color, religion, age, sexual orientation, marital status, national origin, political affiliation, handicap or belief in accordance with requirements of City, State or Federal laws and regulations. Such actions shall include, but not be limited to the following: employment, upgrading, demotion or transfer; recruitment or recruitment advertising; layoffs or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The Independent Auditor agrees to post in conspicuous places, available to employees, applicants and subcontractors for employment, notices setting forth the provisions of this nondiscrimination clause.

In the event of the Independent Auditor's non-compliance with the non-discrimination clause of this Agreement, this Agreement may be immediately canceled, terminated or suspended in whole or in part.

7. **Subcontracting**. Independent Auditor's services are unique and personal. Except as may be specified in Independent Auditor's Proposal and agreed to by the City, Independent Auditor will not subcontract any portion of the services without prior written approval of City Manager or his/her designee. If Independent Auditor subcontracts any of the services, Independent Auditor will be fully responsible to City for the acts, errors and omissions of Independent Auditor's subcontractor and of the persons either directly or indirectly employed by the subcontractor, as Independent Auditor is for the acts and omissions of persons directly employed by Independent Auditor. Nothing contained in this Agreement will create any contractual relationship between any subcontractor of Independent Auditor and City. Independent Auditor will be responsible for payment of subcontractors. Independent Auditor will bind every subcontractor and every subcontractor of a subcontractor by the terms of this Agreement applicable to Independent Auditor's work unless specifically noted to the contrary in the subcontract and approved in writing by City.

8. **Other Independent Auditors**. The City reserves the right to employ other Independent Auditors in connection with the services.

9. **Indemnification**. Independent Auditor shall indemnify, defend and hold harmless the City, its authorized officers, employees, agents and volunteers from any and against, all claims, damages, losses and expenses, including reasonable attorney's fees and court costs to the extent resulting from or arising out of the negligent, reckless or willful misconduct of the Independent Auditor and/or any of its partners, employees, sub consultants, subcontractors or agents in the performance of the duties undertaken by Consultant pursuant to this Agreement.

This "indemnification and hold harmless obligation" does not extend to claims arising out of the negligence or willful misconduct of the City Insurance.

10. **Insurance**: Without limiting the Independent Auditor's indemnification of the City, Independent Auditor shall obtain and maintain, at its cost and expense, for the duration of the Agreement and any and all amendments, insurance against claims for injuries to persons or damage to property which may arise out of or in connection with performance of the services by Independent Auditor or Independent Auditor's agents, representatives, employees or subcontractors. The insurance will be obtained from an insurance carrier admitted and authorized to do business in the State of California. Such evidence shall specifically identify this Agreement and shall contain express conditions that the City is to be given written notice at least thirty (30) days in advance of any termination or implementation of a reduction of limits or material change of insurance coverage as specified herein. Failure on the part of the Independent Auditor to procure or maintain insurance shall constitute a material breach upon which the City may immediately terminate this Agreement. All insurance required hereunder shall be primary with respect to any insurance maintained by the City.

Coverage's and Limits. Independent Auditor will maintain the types of coverage's and minimum limits indicated below, unless the Risk Manager or City Manager, in consultation with the City Attorney approves a lower amount. These minimum amounts of coverage will not constitute any limitations or cap on Independent Auditor's indemnification obligations under this Agreement. The City, its officers, agents, volunteers and employees make no representation that the limits of the insurance specified to be carried by Independent Auditor pursuant to this Agreement are adequate to protect Independent Auditor. The coverage will contain no special limitations on the scope of its protection to the below-designated insured's except for Workers' Compensation and errors and omissions insurance. Independent Auditor will obtain occurrence coverage, excluding Professional Liability, which will be written as claims-made coverage. If Independent Auditor believes that any required insurance coverage is inadequate, Independent Auditor will obtain such additional insurance coverage, as Independent Auditor deems adequate, at Independent Auditor's sole expense.

10.1 Commercial General Liability Insurance. $**1,000,000.00** combined single-limit per occurrence for bodily injury, personal injury and property damage. If the submitted policies contain aggregate limits, general aggregate limits will apply separately to the work under this Agreement or the general aggregate will be twice the required per occurrence limit.

10.2 Workers' Compensation and Employer's Liability. A program of workers' compensation insurance in an amount and form to meet all applicable requirements of the California Labor Code or by any other state, and which specifically covers all persons providing services by or on behalf of the Auditor, and risks to such persons under this Agreement.

10.3 Professional Liability. Errors and omissions liability appropriate to Independent Auditor's profession with limits as prescribed by the law. The coverage shall also provide

an extended two (2) year reporting period commencing upon termination or cancellation of this Agreement.

Endorsements. For Commercial General Liability Insurance, Independent Auditor will ensure that the policies are endorsed to name the City of Compton and its respective elected and appointed officers, officials, employees, agents and volunteers as "additional insured's" with respect to liability arising out of the activities of the Independent Auditor. Any failure to comply with reporting provisions of the policies shall not affect coverage provided to the City. Prior to City's execution of this Agreement, Independent Auditor will furnish certificates of insurance and endorsements to City.

Waiver of Subrogation. The policies shall contain a waiver of subrogation for the benefit of City.

11. **Permits and Licenses**. Independent Auditor, at its own expense, during the term of this Agreement, shall obtain and maintain all appropriate business and professional permits, licenses and certificates that may be required in connection with the performance of services by the Independent Auditor. Upon execution of this Agreement, the Independent Auditor shall show evidence of a business license permit in conformance with Section 9-1.2 of the Compton Municipal Code Warranties Independent Auditor represents and warrants (i) that Independent Auditor has no obligations, legal or otherwise, inconsistent with the terms of this Agreement or with Independent Auditor's undertaking this relationship with City, (ii) that the performance of the services called for by this Agreement do not and will not violate any applicable law, rule or regulation or any proprietary or other right of any third party, (iii) that Independent Auditor will not use in the performance of his/her responsibilities under this Agreement any confidential information or trade secrets of any other person or entity and (iv) that Independent Auditor has not knowingly entered into or will enter into any agreement (whether oral or written) in conflict with this Agreement.

12. **Warranties**. Independent Auditor represents and warrants (i) that Independent Auditor has no obligations, legal or otherwise, inconsistent with the terms of this Agreement or with Independent Auditor's undertaking this relationship with the City, (ii) that the performance of the services called for by this Agreement do not and will not violate any applicable law, rule or regulation or any proprietary or other right of any third party, (iii) that Independent Auditor will not use in the performance of his/her responsibilities under this Agreement any confidential information or trade secrets of any other person or entity and (iv) that Independent Auditor has not knowingly entered into or will enter into any agreement (whether oral or written) in conflict with this Agreement.

13. **General Compliance with Laws**. Independent Auditor will keep fully informed of federal, state and local laws and ordinances and regulations which in any manner affect those employed by Independent Auditor, or in any way affect the performance of the services by Independent Auditor. Independent Auditor will at all times observe and comply with these laws, ordinances, and regulations and will be responsible for the compliance of the services with all applicable laws, ordinances and regulations. In the event the Independent Auditor encounters any conflict between such laws and ordinances, Independent Auditor shall notify the City in writing and the parties agree to work cooperatively to resolve the conflict.

14. **Termination**. In the event of the Independent Auditor's failure to execute, deliver, or perform the services, after giving written notice of default and two (2) weeks to correct the same, then, in addition to any other remedies, City may terminate this Agreement for nonperformance by notifying Independent Auditor in writing. Independent Auditor has five (5) business days to deliver any documents owned by City and all work in progress to City address contained in this Agreement. City will make a determination of fact based upon the work product delivered to the City and of the percentage of work that Independent Auditor has performed which is usable and of worth to the City in having the Agreement completed. Based upon that finding City will determine the final payment of the Agreement. In the event City elects to terminate, City will have the right to immediate possession of all Work Product and work in progress prepared by Independent Auditor, whether located at the project site, at Independent Auditor's place of business, or at the offices of a subcontractor.

Either Party, upon tendering ten (10) calendar days written notice to the other Party, may terminate this Agreement for convenience. In this event and upon request of City, Independent Auditor will assemble the work product without charge and put it in order for proper filing and closing and deliver it to City. Independent Auditor will be paid for work performed to the termination date; however, the total will not exceed the lump sum fee payable under this Agreement. City will make the final determination as to the portions of tasks completed and the compensation to be made.

15. **Force Majeure**. In the event that performance by either party is rendered impossible (permanently or temporarily) due to acts of war, acts of terrorism, fires, floods, epidemics, quarantine restrictions, or other natural occurrences, strikes, work slowdowns, lockouts (other than lockout by Independent Auditor), or other similar acts to those described above or other causes beyond the reasonable control of such party, and without fault or negligence, said event shall excuse performance by such party, or in the case of temporary impossibility, shall excuse performance only for a period commensurate with the period of impossibility. Notwithstanding the foregoing, City shall have the right to terminate this Agreement upon any event that renders performance impossible. In such case, City shall be responsible for payment of compensation for the reasonable value of services rendered to the point at which this Agreement is terminated, but in no event to exceed the total lump sum fee payable under this Agreement.

16. **Covenants Against Contingent Fees.** Independent Auditor warrants that Independent Auditor has not employed or retained any company or person, other than a bona fide employee working for Independent Auditor, to solicit or secure this Agreement, and that Independent Auditor has not paid or agreed to pay any company or person, other than a bona fide employee, any fee, commission, percentage, brokerage fee, gift, or any other consideration contingent upon, or resulting from, the award or making of this Agreement. For breach or violation of this warranty, City will have the right to terminate this Agreement for nonperformance, or, in its discretion, to deduct from the Agreement price or consideration, or otherwise recover, the full amount of the fee, commission, percentage, brokerage fees, gift, or contingent fee.

17. **Certifications**. The Independent Auditor, under penalty of perjury, certifies that, except as noted below, he/she or any other person associated therewith in the capacity of owner, partner, director, officer, manager:

- is not currently under suspension, debarment, voluntary exclusion, or determination of ineligibility by any Federal, State or local agency; . has not been suspended, debarred, voluntarily excluded or determined ineligible by any Federal, State or local agency within the past 3 years; . does not have a proposed debarment pending; and . has not been indicted, convicted, or had a civil judgment rendered against he/she/it by a court of competent jurisdiction in any matter involving fraud or official misconduct in connection with obtaining, attempting to obtain, or performing a public (Federal, state or local) transaction or contract under a public transaction; violation of Federal or state antitrust statutes or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, or receiving stolen property within the past 3 years; and . are not presently indicted or otherwise criminally or civilly charged by a governmental entity (Federal, State or local) with commission of any of the offenses enumerated in the preceding paragraph; and . have not had one or more public transactions (Federal, State or local) terminated for cause or default within the past 3 years.

If there are any exceptions to this certification, insert the exceptions in the following space.

[Supply exceptions on separate page]

For any exception noted above, indicate below to whom it applies, initiating agency, and dates of action.

[Attach separate page]

This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction. The above certifications are part of this contract.

Signing this agreement on the signature portion thereof shall also constitute signature of the above certifications.

_____

_____

Eden C. Casareno, Partner **Date**

18. **Jurisdiction, Venue and Governing Law**. Any action at law or in equity brought by either of the Parties for the purpose of enforcing a right or rights provided for by this Agreement will be tried in a court of competent jurisdiction in the County of Los Angeles, State of California, and the Parties waive all provisions of law providing for a change of venue in these proceedings to any other county. This agreement will be governed by the laws of the State of California.

19. **Testimony**. Independent Auditor will testify at City's request if litigation is brought against City in connection with Independent Auditor's services under this agreement.

Unless the action is brought by Independent Auditor, or is based upon Independent Auditor's actual or alleged negligence or other wrongdoing, City, upon prior written agreement with Independent Auditor will compensate Independent Auditor for time spent in preparation for testimony, testimony, and travel at Independent Auditor's standard hourly rates at the time of actual testimony.

20. **Waivers**. The waiver by either Party of any breach or violation of any term, covenant, or condition of this Agreement or of any applicable law will not be deemed to be a waiver of such term, covenant, condition or law or of any subsequent breach or violation of same or of any other term, covenant, condition or law. The acceptance by either Party of any fee or other payment which may become due under this Agreement will not be deemed to be a waiver of any preceding breach or violation by the other Party of any term, covenant, or condition of this Agreement or any applicable law.

21. **Authority**. The individuals executing this Agreement and the instruments referenced in it on behalf of Independent Auditor each represent and warrant that they have the legal power, right and actual authority to bind Independent Auditor to the terms and conditions of this Agreement.

22. **Severability**. If any term, provision, condition or covenant of this Agreement or its application to any party or circumstances shall be held, to any extent, invalid or unenforceable, the remainder of this Agreement, or the application of the term, provision, condition or covenant to persons or circumstances other than those as to whom or which it is held invalid or unenforceable, shall not be affected, and shall be valid and enforceable to the fullest extent permitted by law.

23. **Amendments**. This Agreement may be modified or amended only by written document executed by both Independent Auditor and City's City Manager and approved as to form by the City Attorney. Such document shall expressly state that it is intended by the parties to amend the terms and conditions of this Agreement.

24. **Confidentiality.** All documents, reports, information, data, and exhibits prepared or assembled by Independent Auditor in connection with the performance of the services pursuant to the Agreement are confidential until released by the City to the public, and the Independent Auditor will not make any of these documents or information available to any individual or organization not employed by the Independent Auditor or the City without the written consent of the City before any such release.

25. **Entire Agreement.** This Agreement, together with any other written document referred to or contemplated by it embody the entire Agreement and understanding between the parties relating to the subject matter of it. The City Manager is authorized, in consultation with the City Attorney, to agree to non-material amendments to this Agreement. Neither this Agreement nor any of its provisions may be amended, modified, waived or discharged except in a writing signed by both parties.

26. **Notices**. Any notices required or permitted under this Agreement shall be effective when delivered in person; and effective one (1) business day after delivery by facsimile transmission; and effective five (5) days after mailing by U.S. Mail, postage prepaid and properly addressed as follows:

To the Independent Auditor: **EADIE AND PAYNE, LLP**
3880 Lemon St, Ste. 300
Riverside, Ca 92501
P. O. Box 1529
Riverside, Ca 92502-1529
951-241-7800

To City: **CITY OF COMPTON**
205 S Willowbrook Avenue
Compton, CA 90220
Attn: Sharon Rahban, City Controller
310-605-5576
310-764-5897 –fax

Copy to:
City of Compton
205 South Willowbrook Avenue
Compton, California 90220
Attn: City Manager

In the event of any change of address, the moving party is obligated to notify the other party of the change of address in writing. Each party may amend, supplement and update the notice list to add, delete or replace any listed individuals; however, the amendment must be in writing.

27. **Miscellaneous**. No provision of this Agreement is to be interpreted for or against either party because that party or that party's legal representative drafted such provision.

Should either party hereto, or any representative, successor or assign of either party hereto, resort to litigation to enforce the provisions of this Agreement, the party or parties prevailing in such litigation shall be entitled, in addition to such other relief as may be granted, to recover its or their reasonable attorney's fees and costs in such litigation from the party or parties against whom enforcement is sought.

IN WITNESS WHEREOF, INDEPENDENT AUDITOR has executed this Agreement, and the **CITY**, by its City Manager, who is authorized to do so, has executed this Agreement.

EADIE & PAYNE
INDEPENDENT AUDITOR

Dated: _____ **By**
_____

Eden C. Casareno, C.P.A., Partner

CITY OF COMPTON
Recommended for Approval:

By _____ Dated: _____
Sharon Rahban, City Controller

Approved by:

Dated: _____ By
_____
Thomas Thomas, City Manager

Approved as to form:

By _____ Dated: _____
Eric Perrodin, City Attorney

ATTEST:

Dated: _____ By
_____
Vernell McDaniel, City Clerk

RESOLUTION NO. 25,220

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON TO AUTHORIZE THE FORMATION OF AN AUDIT AD HOC COMMITTEE, APPOINT TWO MEMBERS OF COUNCIL TO SERVE ON THIS COMMITTEE, AND ACCEPT APPLICATIONS FROM THE PUBLIC TO SERVE ON THIS COMMITTEE FOR THE 2019-2020 FISCAL YEAR

WHEREAS, on January 31, 2018, the City of Compton received a draft report from the State Controller's Office (SCO) review of the City's administrative and internal accounting controls system for the Fiscal Years (FY) 2013-14, FY 2014-15 and FY 2015-16. As part of this report, the SCO referenced the Los Angeles County Civil Grand Jury's 2012 report that recommended charter cities within Los Angeles County establish formal finance and audit committees; and

WHEREAS, during the course of the past year, Council has also indicated its interest in complying with the Grand Jury's 2012 recommendations. In October of 2019, the City Council approved the formation of the Finance Ah Hoc Committee; and

WHEREAS, the City Council would now like to form the Audit Committee. An audit committee is a practical approach for the city council to provide independent review and oversight of financial reporting processes, internal controls, and the independent auditors; and

WHEREAS, the Government Finance Officers Association (GFOA) makes the following recommendations (in part) regarding the establishment of audit committees by state and local governments; and

WHEREAS, the audit committee should be formally established by charter, enabling resolution, or other appropriate legal means and made directly responsible for the appointment, compensation, retention, and oversight of the work of any independent accountants engaged for the purpose of preparing or issuing an independent audit report or performing other independent audit, review, or attest services. Likewise, the audit committee should be established in such a manner that all accountants thus engaged report directly to the audit committee. The written documentation establishing the audit committee should prescribe the scope of the committee's responsibilities, as well as its structure, processes, and membership requirements. The audit committee should itself periodically review such documentation, no less than once every five years, to assess its continued adequacy; and

WHEREAS, ideally, all members of the audit committee should possess or obtain a basic understanding of governmental financial reporting and auditing. The audit committee also should have access to the services of at least one financial expert, either a committee member or an outside party engaged by the committee for this purpose. Such a financial expert should through both education and experience, and in a manner specifically relevant to the government sector, possess: 1) an understanding of generally accepted accounting principles and financial statements; 2) experience in preparing or auditing financial statements of comparable entities; 3) experience in applying such principles in connection with the accounting for estimates, accruals, and reserves; 4) experience with internal accounting controls; and 5) an understanding of audit committee functions; and

WHEREAS, the committee will consist of two (2) appointed members of the City Council, the City Controller, the City Manager, and one member/resident of the City of Compton; and

WHEREAS, the Chair of this Ad Hoc Committee is selected by the group at the first meeting; and

WHEREAS, the City's Internal Auditor will serve as the designated staff member liaison and coordinator and will attend the meetings. The coordinator provides support as requested, which may include securing meeting space, development of agendas for Chair review and approval, development of meeting packets, and or taking notes as well as providing a report to the full City Council at the next available council meeting summarizing the committee's work; and

WHEREAS, the scope of responsibilities for the audit ad hoc committee includes: (1) the committee will meet quarterly as needed, but in no case less frequently than annually; (2) is directly responsible for the appointment, compensation, retention, and oversight of the work of any independent accountants engaged for the purpose of preparing or issuing an independent audit report or performing other independent audit, review, or attest services; (3) the audit committee should be established in such a manner that all accountants/auditors thus engaged report directly to the audit committee; (4) to provide independent review and oversight of a government's financial reporting processes, internal controls and independent auditors; (5) monitor controls performed directly by senior management, as well as controls designed to prevent or detect senior-management override of other controls; and (6) present annually to the full governing body a written report of how it has discharged its duties and met its responsibilities. It is further recommended that this report be made public and be accompanied by the audit committee's charter or other establishing documentation.

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

Section 1. That the Mayor and Councilmembers of City of Compton authorize the formation of an Audit Ad Hoc Committee.

Section 2. That Audit Ad Hoc Committee will consist of two (2) appointed members of the City Council (inclusive of the Mayor), the City Controller, the City Manager and one member/resident from the public.

Section 3. That the member from the public shall be a resident of the City with an understanding of Generally Accepted Accounting Principles as it relates to the government sector, governmental financial reporting and auditing, and whose experience and educational background stems from a profession in either of the following, (1) Auditor/Accountant, (2) Finance, or (3) a Business Owner.

Section 4. That the City's Internal Auditor will serve as the designated staff member liaison and coordinator and will attend the meetings. The coordinator provides support as requested, which may include securing meeting space, development of agendas for Chair review and approval, development of meeting packets, and or taking notes as well as providing a report to the full City Council at the next available council meeting summarizing the committee's work.

Section 5. That the Council shall appoint Galvan and Chambers, two (2) members of the Council to serve on the newly formed Audit Ad Hoc Committee

Section 6. That the Council shall appoint Sharif as the alternate member of the Council.

Section 7. That the Chair of this Ad Hoc Committee is selected by the group at the first meeting. The Chair must be a council member

Section 8. The Scope of the Audit Committee's Responsibilities are: (1) the committee will meet quarterly as needed, but in no case less frequently than annually; (2) is directly responsible for the appointment, compensation, retention, and oversight of the work of any independent accountants engaged for the purpose of preparing or issuing an independent audit report or performing other independent audit, review, or attest services; (3) the audit committee should be established in such a manner that all accountants/auditors thus engaged report directly to the audit committee; (4) to provide independent review and oversight of a government's financial reporting processes, internal controls and independent auditors; (5) monitor controls performed directly by senior management, as well as controls designed to prevent or detect senior-management override of other controls; and (6) present annually to the full governing body a written report of how it has discharged its duties and met its responsibilities. It is further recommended that this report be made public and be accompanied by the audit committee's charter or other establishing documentation.

Section 9. That there is no fiscal impact of forming this Audit committee or selecting the council members and community leader who will serve on this committee. No stipends are allocated for these meetings.

Section 10. That a copy of this Resolution shall be filed in the offices of the City Manager, City Attorney, City Clerk, and City Controller.

Section 11. That the Mayor shall sign and the City Clerk shall attest to the adoption of this Resolution.

ADOPTED this 25th day of February, 2020.

MAYOR OF THE CITY OF COMPTON

ATTEST:

CITY CLERK OF THE CITY OF COMPTON

STATE OF CALIFORNIA)
COUNTY OF LOS ANGELES) ss
CITY OF COMPTON)

I, Alita Godwin, City Clerk of the City of Compton, hereby certify that the foregoing Resolution was adopted by the City Council of the City of Compton, signed by the Mayor and attested by the City Clerk at a regular meeting thereof held on this 25th day of February, 2020.

That said Resolution was adopted by the following vote, to wit:

AYES: **COUNCILMEMBERS-** Chambers,Galvan,McCoy,Sharif,Brown
NOES: **COUNCILMEMBERS-** None
ABSTAIN: **COUNCILMEMBERS-** None
ABSENT: **COUNCILMEMBERS-** None

CITY CLERK OF THE CITY OF COMPTON

JUNE 27, 2023

TO: **HONORABLE MAYOR AND CITY COUNCIL MEMBERS**

FROM: **CITY CONTROLLER**

SUBJECT: **A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON TO AUTHORIZE THE CITY MANAGER TO EXECUTE AGREEMENTS WITH AND TO ISSUE PURCHASE ORDERS TO BADAWI AND ASSOCIATES ($240,000) AND WITH PRICE PAIGE AND COMPANY ($184,000) FOR CERTIFIED PUBLIC ACCOUNTANT (C.P.A.) FIRM PROFESSIONAL SERVICES, AND TO AUTHORIZE A BUDGET AMENDMENT TO THE CITY CONTROLLER'S FY2022-2023 DEPARTMENT BUDGET.**

SUMMARY

Staff is requesting that the City Council authorize the City Manager to execute two agreements and to issue purchase orders to Badawi and Associates for Two-Hundred Forty-Thousand Dollars ($240,000), and to Price Paige and Company for One-Hundred-Eighty-Four-Thousand Dollars ($184,000) for Certified Public Accountant (C.P.A.) Firm Professional Services.

BACKGROUND

The State of California State Auditor's Department issued an Audit report to the City in October of 2022. This report had findings and recommendations for various areas of improvement needed for the City. One of the recommendations included in this report was (on page 4 and 6 of the report) the following,

> *"By July 2023, direct the City Manager to make efforts to fully staff the human resources department and the City Controller's office with qualified individuals to ensure that these departments can address Compton's broader, chronic issues related to staffing and finances. The level of staffing in the departments should be sufficient for the successful performance of key tasks, including those listed in our recommendations"*
>
> *"By July 2024, the City Council should ensure that the City has issued its audited financial statements for fiscal years 2020-21, 2021-22, and 2022-23. The Council should adopt a requirement that, for subsequent years, the City must issue complete audited financial statements by six months after the end of the fiscal year. To ensure that it has the ability to meet this requirement, the City should consider*

> *measure such as increasing staff in the City Controller's office and training them on their responsibilities for preparing the financial statements."*
>
> *"By December 2024, Compton should resolve all of the audit findings it has received that predate its fiscal year 2020-21 audited financial statements and any findings from subsequent audit reports, including findings related to improving financial controls."*

Prior to this, there were also audit findings and recommendations to enhance the ability for the City Controller's department to meet its deliverables that were published in the City's Single Audit Report and in the State Controller's Audit Report of 2018. The audit findings from the State Controller's Audit Report which were combined with the City's external auditor (Eadie & Payne LLC)'s audit findings were stated in the Fiscal Year 2019-2020 Single Audit report as follows. They display the urgent need to staff the City Controller's department with sufficient and qualified staffing:

The City has received 8 findings from that State Controller's office and from Eadie and Payne external audit firm during FY2018- FY2020 as follows:

- 2014-074B-Commitment to Competence (SD)
- 2014-064A-Lack of Adequate Staff Performing Critical Functions (MW)
- 2014-085B-Management Philosophy and Operating Style (SD)
- 2014-089B-Organizational Structure (MW)
- 2014-091B-Organizational Structure (MW)
- 2014-116B-Information (SD)
- 2014-072B-Commitment to Competence (SD)
- 2014-073B-Commitment to Competence (SD)

A Certified Public Accountant (C.P.A.) firm is a firm that provides professional accounting services which can assist in catch-up-work to perform the work necessary to complete the City's delinquent audits as well as to assist with improvements to the efficiency and effectiveness of the Controller's Department accounting and reporting operations.

Between Fiscal Year 2013-2014 and Fiscal Year 2016-2017 there were no annual audits performed for the City. Additionally, the position of City Controller, as well as other key positions in the City Controller's Department had significant turnover in employment from this period through to the present. Lack of past timely audits, and frequent turn-over of staff have left the City with an on-going delay in its ability to catch-up on timely financial reporting of audited financial data.

These failures of the lack of past audits and the inability to get sufficient qualified staff have caused the City Controller's department to delay significant deliverables, and has caused specifically, the City of Compton to be listed as number one high risk since the FY 2020-2021 Audit could not be completed.

Therefore, in order to comply with the State Auditor, State Controller, and External Auditor recommendations for catching up on all audits, the City Controller is requesting that an agreement with more than one C.P.A. firm be approved so that operations can be maintained and so that the City Controller's office can catch up on the backlog of account reconciliations, audit preparation work, accounting and bookkeeping work that has been delayed. The catching up would directly affect the City Controller Department's ability to adhere to the audit recommendations to catch up on all delayed audits and to implement all audit findings. The C.P.A. firms would be used only until all audits have been completed timely.

STATEMENT OF ISSUE

In order to remain in compliance with the State of California Auditor's October 2022 recommendations as well as to remain in compliance with the State Controller Audit Report and External Auditor recommendations to fully catch up on all audits and implement all corrective actions to remove all audit findings, Controller staff has issued a Request for Proposal (RFP) for CPA firms in order to search for the firm or firms that could provide the needed services at the best prices.

Additionally, an agreement with affected Bargaining Unit representatives has been reached on May 25, 2023, that all other routine avenues of staffing the department were exhausted and that a CPA firm would be the only avenue at this time to assist the Controller's Department to catch up on its late audits.

It shall be of note that Section 4-11.7.d of the Municipal Code states the following in regards to competitive bidding requirements for accountants:

> *"Except as otherwise provided in Section 1409 of the City Charter, state, or federal law, the competitive bidding requirements of this section shall not apply in the following circumstances:*
>
> *d. Any contract for professional services; such as, but not limited to, attorneys, physicians, architects, engineers, consultants, accountant, specialized printers or other individuals or organizations possessing a high degree of professional, unique, specialized or technical skill or expertise. Selection of professional services providers shall be on the basis of demonstrated competence and professional qualifications necessary for the satisfactory performance of the services required at a fair and reasonable price."*

Although, by the authority expressed in this section of the municipal code a request for proposal was not needed to be issued, it was still issued to search for the best prices and for availability of help. The scope of work of the RFP is as follows and is made up of a variety of different projects that are needed to be completed in order to catch-up on delinquent audits, to remove all audit findings, and to implement greater effective and

efficient procedures in the City Controller's office, including succession planning procedures to avoid the losses of information that occur when there is employee turn-over.

It should be of note that there is a C.P.A. shortage that is on-going in Los Angeles and throughout the country at this time. An RFP was issued for C.P.A. firm help by the City Controller's Office a total of 5 times. Each time, the RFPs were listed on the City website, posted in the Compton Bulletin, and posted to the CSMFO website (a website frequently monitored by vendors who provide financial services to local government agencies). The first three times the RFP was issued (on May 18, 2022, on June 22, 2022, and on July 20, 2022), the RFP received zero qualified responses. The fourth RFP issued on December 7, 2022 received only two respondents. With the fifth RFP issuance on February 15, 2023, three firms responded as follows:

Firm Name	Partner Bill Rate
Badawi and Associates	$200/hr
Price Paige and company	$350/hr
Lance Soll and Lunghard, LLP	$495/hr

The amount of work needed to assist the City Controller's Department to achieve its goals of fulfilling the auditing authority requirements will be a time intensive task. Therefore, agreements with two firms are being requested so that the City can take advantage of a greater number of C.P.A.'s to be able to complete the needed work in-time for the State Auditor's recommended due date. In order to be on time for the State Auditor's Recommended due date of July 2024, the Single Audit due date of March 31, 2024 must be achieved. This approach increases the opportunities for the City to achieve its objectives at the soonest possible time-frame.

Two Purchase Orders are being requested, one for each firm with a total-combined not-to-exceed-spending-amount of Four-Hundred Twenty-Four-Thousand Dollars ($424,000.00).

FISCAL IMPACT

Two Purchase Orders are being requested, one for each firm with a total-combined not-to-exceed-spending-amount of Four-Hundred Twenty-Four-Thousand Dollars ($424,000.00). This is made up of two purchase orders, one to Badawi and Associates for Two-Hundred Forty-Thousand Dollars ($240,000.00), and another to Price Paige and Company for One-Hundred-Eighty-Four-Thousand Dollars ($184,000.00) for Certified Public Accountant (C.P.A.) Firm Professional Services. These represent the estimated cost of performing the necessary functions that are needed to catch up on all audits and related audit findings my March 2024.

A budget amendment to the FY2022-2023 City Budget is being requested for the following:

Increase in Revenue appropriations:

Account Code	Account Name	Amount
2810-000-000-3565	American Rescue Plan Fund Other Federal Grant Revenue	$224,000.00

Decrease in Expenditure appropriations:

Account Code	Account Name	Amount
1001-650-000-4101	General Fund, Controller's Salaries	$200,000.00

Increase in Expenditure appropriations:

Account Code	Account Name	Amount
2810-650-000-4262	American Rescue Plan Fund Other Professional Services	$224,000.00
1001-650-000-4262	General Fund, Controller's Other Professional Services	$200,000.00 $424,000.00

The purchase orders being requested to be authorized are to be issued out of the following account:

Account Code	Account Name	Amount
2810-650-000-4262	Other Professional Services	$224,000.00
1001-650-000-4262	General Fund, Controller's Other Professional Services	$200,000.00 $424,000.00

Once the Accounting catch-up is completed and proven to the various Audit Authorities, it will provide relevant and reliable financial information to City Stakeholders on a timely basis to help ensure the City's future decision making and fiscal health. Further it will communicate to stakeholders of the City that the City is committed to the improvement and success of the City's fiscal health. The achievement of timely production of financial information will provide guidance for financial decision making that will ultimately improve the City's financial position, while simultaneously addressing related auditor findings and recommendations.

ALTERNATIVE

The City would continue to remain in a position of being behind and remaining out of compliance with auditor recommendations to provide for timely financial information, and these audit findings would likely continue to be repeated until an equally effective measure is adopted and implemented.

RECOMMENDATION

The City Controller recommends that the City Council adopt the attached Resolution.

SHARON RAHBAN NAVIZADEH
CITY CONTROLLER

APPROVED FOR FORWARDING:

THOMAS THOMAS
CITY MANAGER

RESOLUTION NO. _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON TO AUTHORIZE THE CITY MANAGER TO EXECUTE AGREEMENTS WITH AND TO ISSUE PURCHASE ORDERS TO BADAWI AND ASSOCIATES ($240,000) AND WITH PRICE PAIGE AND COMPANY ($184,000) FOR CERTIFIED PUBLIC ACCOUNTANT (C.P.A.) FIRM PROFESSIONAL SERVICES, AND TO AUTHORIZE A BUDGET AMENDMENT TO THE CITY CONTROLLER'S FY2022-2023 DEPARTMENT BUDGET.

WHEREAS, the State of California State Auditor's Department issued an Audit report to the City in October of 2022. This report had findings and recommendations for various areas of improvement needed for the City. A few of the recommendations included in this report were (on page 4 and 6 of the report) stated that (1) the Controller's Department needs to be fully staffed with qualified individuals by July 2023, (2) the City's audits need to be done on time, and (3) the City should resolve all audit findings by December of 2024.

WHEREAS, prior to the State Auditor's Report of October of 2022, there were also audit findings and recommendations to enhance the ability for the City Controller's department to meet its deliverables that were published in the City's Single Audit Report and in the State Controller's Audit Report of 2018. The audit findings from the State Controller's Audit Report which were combined with the City's external auditor (Eadie & Payne LLC)'s audit findings were stated in the Fiscal Year 2019-2020 Single Audit report as follows. They display the urgent need to staff the City Controller's department with sufficient and qualified staffing:

The City has received 8 findings from the State Controller's office and from Eadie and Payne LLP external audit firm during FY2018- FY2020 with finding numbers as follows:

- 2014-074B-Commitment to Competence (SD)
- 2014-064A-Lack of Adequate Staff Performing Critical Functions (MW)
- 2014-085B-Management Philosophy and Operating Style (SD)
- 2014-089B-Organizational Structure (MW)
- 2014-091B-Organizational Structure (MW)
- 2014-116B-Information (SD)
- 2014-072B-Commitment to Competence (SD)
- 2014-073B-Commitment to Competence (SD)

WHEREAS, the City Controller's Department is currently deficient in being fully staff with qualified staff. In order comply with the State Auditor, State Controller, and External Auditor recommendations for increases in qualified staffing in the department, and for catching up on all audits, the City Controller is requesting that an agreement with more than one C.P.A. firm be approved so that operations can be maintained and so that the City Controller's office can catch up on the backlog of account reconciliations, audit preparation work, accounting and bookkeeping work that has been delayed. The catching up would directly affect the City Controller Department's ability to adhere to the audit recommendations to catch up on all delayed audits and to implement all audit findings.

WHEREAS, an agreement with affected Bargaining Unit representatives has already been reached on May 25th, 2023, that all other routine avenues of staffing the department were exhausted and that a CPA firm would be the only avenue at this time to assist the Controller's Department to catch up on its late audits.

WHEREAS, Controller staff has issued an RFP for CPA firms in order to search for the firm or firms that could provide the needed services at the best prices.

WHEREAS, an RFP was issued for C.P.A. firm help by the City Controller's Office a total of 5 times. The first three times the RFP was issued (on May 18, 2022, on June 22, 2022, on July 20, 2022, and on December 7, 2022), the RFP received zero qualified responses. The fourth RFP issued on February 15, 2023 received only two respondents.

With the fifth RFP issuance, three firms responded. the amount of work needed to assist the City Controller's Department to achieve its goals of fulfilling the auditing authority requirements will be a time intensive task. Therefore, agreements with two firms are being requested so that the City can take advantage of a greater number of C.P.A.'s to be able to complete the needed work in-time for the State Auditor's recommended due date. This approach increases the opportunities for the City to achieve its objectives at the soonest possible time-frame.

WHEREAS, two Purchase Orders are being requested, one for each firm with a total-combined not-to-exceed-spending-amount of Four-Hundred Twenty-Four-Thousand Dollars ($424,000.00).

WHEREAS, the cost for these services is Four-Hundred Twenty-Four-Thousand Dollars ($424,000.00), which is made up of two purchase orders, one to Badawi and Associates for Two-Hundred Forty-Thousand Dollars ($240,000.00), and another to Price Paige and Company for One-Hundred-Eighty-Four-Thousand Dollars ($184,000.00) for Certified Public Accountant (C.P.A.) Firm Professional Services. A budget amendment to the FY2022-2023 City Controller's Department Budget is being requested for the following:

Increase in Revenue appropriations:

Account Code	Account Name	Amount
2810-000-000-3565	American Rescue Plan Fund Other Federal Grant Revenue	$224,000.00

Decrease in Expenditure appropriations:

Account Code	Account Name	Amount
1001-650-000-4101	General Fund, Controller's Salaries	$200,000.00

Increase in Expenditure appropriations:

Account Code	Account Name	Amount
2810-650-000-4262	American Rescue Plan Fund Other Professional Services	$224,000.00
1001-650-000-4262	General Fund, Controller's Other Professional Services	$200,000.00
		$424,000.00

WHEREAS, two purchase orders totaling Four-Hundred Twenty-Four-Thousand Dollars ($424,000.00) which is made up of one to Badawi and Associates for Two-Hundred Forty-Thousand Dollars ($240,000.00), and another to Price Paige and Company for One-Hundred-Eighty-Four-Thousand Dollars ($184,000.00) for Certified Public Accountant (C.P.A.) Firm Professional Services are requested to be issued out of the following account:

Account Code	Account Name	Amount
2810-650-000-4262	American Rescue Plan Fund Other Professional Services	$224,000.00
1001-650-000-4262	General Fund, Controller's Other Professional Services	$200,000.00
		$424,000.00

WHEREAS, it is recommended that the City Council adopt the attached Resolution to approve the agreements and to authorize the City Manager to open a purchase order to Badawi and Associates and to Price Paige and Company for Certified Public Accountant (C.P.A.) Firm Professional Services.

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

SECTION 1. That the City Manager is hereby authorized to enter into professional services agreements with Badawi and Associates and with Price Paige and Company for Certified Public Accountant (C.P.A.) Firm Professional Services.

SECTION 2. That the City Council hereby authorizes a term ending August 31st, 2024 for Certified Public Accountant (C.P.A.) Firm Professional Services with Badawi and Associates and with Price Paige and Company at a combined cost of Four-Hundred Twenty-Four-Thousand Dollars ($424,000.00), which is made up of one agreement with Badawi and Associates for Two-Hundred Forty-Thousand Dollars ($240,000.00), and another agreement to Price Paige and Company for One-Hundred-Eighty-Four-Thousand Dollars ($184,000.00).

SECTION 3. That the term of the agreements will begin on June 27th, 2023 and end on August 31, 2024.

SECTION 4. That the City Controller's Department Fiscal Year 2022-2023 Budget is authorized to be amended as follows:

Increase in Revenue appropriations:

Account Code	Account Name	Amount
2810-000-000-3565	American Rescue Plan Fund Other Federal Grant Revenue	$224,000.00

Decrease in Expenditure appropriations:

Account Code	Account Name	Amount
1001-650-000-4101	General Fund, Controller's Salaries	$200,000.00

Increase in Expenditure appropriations:

Account Code	Account Name	Amount
2810-650-000-4262	American Rescue Plan Fund Other Professional Services	$224,000.00
1001-650-000-4262	General Fund, Controller's Other Professional Services	$200,000.00
		$424,000.00

SECTION 5. That the amount of Four-Hundred Twenty-Four-Thousand Dollars ($424,000.00) will be available in the Fiscal Year 2022-2023 Budget allocated from the following account numbers:

Account Code	Account Name	Amount
2810-650-000-4262	American Rescue Plan Fund Other Professional Services	$224,000.00
1001-650-000-4262	General Fund, Controller's Other Professional Services	$200,000.00
		$424,000.00

SECTION 6. That purchase orders shall be issued to Badawi and Associates for Two-Hundred Forty-Thousand Dollars ($240,000.00), and to Price Paige and Company for One-Hundred-Eighty-Four-Thousand Dollars ($184,000.00) for Certified Public Accountant (C.P.A.) Firm Professional Services from the following account with a combined total of Four-Hundred Twenty-Four-Thousand Dollars ($424,000.00):

Account Code	Account Name	Amount
2810-650-000-4262	American Rescue Plan Fund Other Professional Services	$224,000.00
1001-650-000-4262	General Fund, Controller's Other Professional Services	$200,000.00
		$424,000.00

SECTION 7. That a copy of this Resolution shall be filed in the offices of the City Clerk, City Attorney, City Manager, and City Controller.

SECTION 8. That the Mayor shall sign and the City Clerk shall attest to the adoption of this Resolution.

ADOPTED this _____ day of _____, 2023.

_____
MAYOR OF THE CITY OF COMPTON

ATTEST:

_____
CLERK OF THE CITY OF COMPTON

STATE OF CALIFORNIA)
COUNTY OF LOS ANGELES) ss
CITY OF COMPTON)

I, Vernell McDaniel, City Clerk of the City of Compton, hereby certify that the foregoing Resolution was adopted by the City Council of the City of Compton, signed by the Mayor and attested by the City Clerk at a regular meeting thereof held on this _____ day of _____, 2023.

That said Resolution was adopted by the following vote, to wit:

AYES: COUNCILMEMBERS -
NOES: COUNCILMEMBERS -
ABSTAIN: COUNCILMEMBERS -
ABSENT: COUNCILMEMBERS -

_____
CITY CLERK OF THE CITY OF COMPTON

PROFESSIONAL SERVICES AGREEMENT
BETWEEN
CITY OF COMPTON
AND
PRICE PAIGE & COMPANY

This **AGREEMENT** is entered by and between the **CITY OF COMPTON**, a municipal corporation of the State of California (hereinafter referred to as **"City"**) located at 205 South Willowbrook Avenue, Compton, California 90220, and **PRICE PAIGE & COMPANY.** (hereinafter referred to as **"Consultant"**), located at 570 N. Magnolia Ave., Suite 100, Clovis, California 93611.

RECITALS:

WHEREAS, the City has determined that it will be prudent to engage the services of a professional and experienced Certified Public Accountant consultant firm to assist the City with Bookkeeping and Audit Preparation Services; and

WHEREAS, Consultant warrants that it is specifically trained, experienced, competent, and has the resources to provide such services which will be required by this Agreement; and

WHEREAS, Consultant is willing to render such professional services subject to the terms and conditions set forth in this Agreement.

NOW, THEREFORE, Consultant and City**,** for the consideration, terms and conditions herein described, mutually agree as follows:

AGREEMENT:

1. SCOPE OF SERVICES TO BE RENDERED BY CONSULTANT

It is the mutual understanding of the parties that the Consultant shall perform and be responsible for rendering services regarding bookkeeping and audit preparation services. Professional services shall include, but not be limited to, the Task(s) indicated below:

Task(s) – Bookkeeping and Audit Preparation Services:

- Assistance with Bank Reconciliations
- Assistance with Audit Worksheet preparation
- Assistance with Bookkeeping and accounting research

and any other duties as more fully described in the engagement letter**,** dated May 12, 2023, submitted by Consultant, which is attached hereto as an exhibit and incorporated herein by reference.

Consultant acknowledges that in entering into this Agreement the City is relying on Consultant's special skills and experience to do and perform the services in accordance with best standards of professional practice. While performing the Services, Consultant agrees to perform

all the said work and furnish all the necessary materials at its own cost and expense necessary to complete said services in a manner consistent with that degree of care and skill ordinarily exercised by members of the same profession currently practicing under similar circumstances and to the reasonable satisfaction of the City**.**

Consultant services hereunder shall be performed in good, workmanlike and professional manner. Consultant shall be responsible for correcting and completing all errors and omissions related to the services provided by the Consultant for this Agreement at no additional cost to the City**.** "Errors" and "Omissions" for purposes of this paragraph are defined to mean a failure by the Consultant to meet the standards of its profession as set forth in the preceding paragraph. The acceptance of the services by City does not release Consultant from these obligations.

Consultant will be responsible for employing or engaging all persons necessary to perform the services. All of Consultant's staff will be qualified by training and experience to perform their assigned tasks. Consultant will give its personal attention to the fulfillment of the provisions of this Agreement by all of its employees and subcontractors, if any, and will keep the services under its control. On demand of City, if any employee or subcontractor of Consultant fails or refuses to carry out the provisions of this Agreement or appears to be incompetent or to act in a disorderly or improper manner, he or she will be discharged immediately from the services.

Joshua Giosa, CPA, Partner of Consultant, will serve as the **Project Manager** and shall be primarily responsible for representing Consultant in performance of this Agreement.

2. Duration of Contract. Consultant agrees to commence the services provided for herein upon written Notification to Proceed from the City and to continue in a diligent and professional manner until the project is complete, or upon exhaustion of authorized funding, whichever occurs first, unless this Agreement is terminated as provided herein. The parties anticipate that **Consultant's services will be completed by or before August 31, 2024.**

Consultant will generally adhere to the schedule set forth within Consultant's Proposal provided that City will grant reasonable extensions of time for the performance of the services occasioned by unusually lengthy governmental reviews of Consultant's work product or other unavoidable delays occasioned by unforeseen circumstances; provided, further, that such unavoidable delay will not include strikes, lockouts, work stoppages, or other labor disturbances conducted by, or on behalf of, Consultant's officers or employees.

Consultant acknowledges the importance to City of City's project schedule and agrees to put forth its best professional efforts to perform the services in a manner consistent with that schedule. City understands, however, that Consultant's performance must be governed by sound practices. Consultant will work such overtime or engage such personnel and equipment as necessary to maintain the schedule, without additional compensation.

3. Compensation. The method of payment for these services will be billed on a time-and-materials basis, as identified in Consultant's attached/incorporated **Proposal**. The total price paid the Consultant will include compensation for all work, including travel, materials, supplies, vendor services, expenses and subcontracted work. No additional compensation will be paid to the Consultant, unless there is a change in the scope of the work or the scope of the project. In the instance of a change in the scope of work or scope of the project, adjustment to the total compensation will be negotiated between the Consultant and the City. Adjustment in the total compensation will not be effective until authorized and approved in writing by the City**.**

Progress payments may be made in arrears based on the percentage of work and deliverables completed by the Consultant. If Consultant fails to submit the required deliverable items according to schedule or as required by the Agreement, except for those amounts that are due and not reasonably in dispute, the City shall have the right to delay payment and/or terminate this Agreement in accordance with the provisions noted herein.

Consultant shall be reimbursed within thirty (30) days, or as promptly as fiscal procedures may permit, upon receipt by the City of itemized invoices for services completed. Invoices shall be submitted no later than 45 calendar days after the performance of work for which the Consultant is billing. Invoices shall detail the work performed on each task as applicable. Invoices shall be delivered or mailed to the City Controller Department at the following address: **City of Compton, 205 South Willowbrook Avenue, Compton, California 90220.**

The Consultant is required to comply with all federal, state and local laws and ordinances applicable to the services provided under this Agreement.

As full and complete compensation for performance of all the services performed by the Consultant as described in Section 1 of this Agreement, City shall pay, and Consultant agrees to accept, a not-to-exceed maximum sum of **One-Hundred Eighty-Four-Thousand Dollars ($184,000.00).**

Consultant agrees to provide all professional services at the following hourly rates:

Partner	$300.00
Manager	$250.00
Supervisory Staff	$200.00
Staff	$150.00

In the event of termination, the Consultant shall be entitled to compensation for the undisputed reasonable value of services performed to the effective date of termination, including any non-cancellable obligations incurred prior to termination; provided, however, that the City may condition payment of such compensation upon the Consultant's delivery to the City of any and all City property, documents, s, records, materials and work product associated with the performance of this Agreement.

4. Ownership of Materials. All product produced by Consultant or its agents, employees, and subcontractors pursuant to this Agreement (the "Work Product") is the property of City. In the event this Agreement is terminated, all Work Product produced by Consultant or its agents, employees and subcontractors pursuant to this Agreement will be delivered to City pursuant to the termination clause of this Agreement. Consultant will have the right to make one (1) copy of the Work Product for Consultant's records.

The Work Product may be used by City and its agents, employees, representatives, and assigns, in whole or in part, or in modified form, for all purposes City may deem advisable, without further employment of or payment of any compensation to Consultant; provided, however, that if this Agreement is terminated for any reason prior to completion of the Project and if under such circumstances City uses, or engages the services of and directs another consultant to use, the Work Product, City agrees to hold Consultant harmless from any and all liability, costs, and expenses relative to claims arising out of matters and/or events which occur subsequent to the termination of this Agreement as a result of causes other than the fault or negligence of

Consultant, or anyone for whose acts it is responsible, in preparation of the Work Product. Consultant will not be responsible for deficiencies solely attributable to modifications of the Work Product performed by others, or that arise from use of the Documents in connection with a project or site other than that shown in the Work Product.

5. Independent Contractor Status. Consultant, its officers, employees, subconsultants, subcontractors, agents and volunteers (collectively hereinafter the "Consultant"), will perform the services in Consultant's own way and pursuant to this Agreement as an independent contractor and in pursuit of Consultant's independent calling, and not as an employee of City. The persons used by Consultant to provide the services under this Agreement will not be considered employees of City for any purposes. Neither the City nor any of its officers, employees, agents or volunteers shall have any control over the conduct of the Consultant, except as expressly set forth in this Agreement. Consultant expressly warrants that while engaged in carrying out and complying with any terms and conditions of this Agreement that Consultant shall not at any time or in any manner, represent that Consultant is in any manner officers, employees, agents or volunteers of the City. Consultant shall obtain no rights to retirement, health care or any other benefit that accrue to City officials, officers, or employees. Consultant expressly waives any claim to such rights.

The payment made to Consultant pursuant to the Agreement will be the full and complete compensation to which Consultant is entitled. City will not make any federal or state tax withholdings on behalf of Consultant or its agents, employees or subcontractors. City will not pay any workers' compensation insurance, retirement contributions or unemployment contributions on behalf of Consultant or its employees or subcontractors. Consultant agrees to indemnify and pay City within thirty (30) days for any tax, retirement contribution, social security, overtime payment, unemployment payment or workers' compensation payment which City may be required to make on behalf of Consultant or any agent, employee, or contractor of Consultant for work done under this Agreement. At the City's election, City may deduct the amounts paid pursuant to this Section, from any balance owing to Consultant.

6. Successors, Assignment and Delegation. City and the Consultant each binds themselves, their partners, successors, assigns and legal representatives to the other hereto and to partners, successors, assigns and legal representatives of such other party in respect to all covenants, agreements and obligations contained in this Agreement.

The expertise and experience of Consultant are material considerations for this Agreement. Consultant shall not assign or transfer any interest in this Agreement or the performance of any of Consultant's obligations under this Agreement without the prior written consent of the City. Any attempted assignment or transfer of any of Consultant's rights, duties or obligations arising under this Agreement shall be null and void.

7. Nondiscriminatory Employment Practices. During the performance of this Agreement, the Consultant agrees not to discriminate against any employee or applicant for employment because of race, sex, creed, color, religion, age, sexual orientation, marital status, national origin, political affiliation, handicap or belief in accordance with requirements of City, State or Federal laws and regulations. Consultant will take affirmative action to ensure that applicants are employed, and that employees are treated during employment without regard to their race, sex, creed, color, religion, age, sexual orientation, marital status, national origin, political affiliation, handicap or belief in accordance with requirements of City, State or Federal laws and regulations. Such actions shall include, but not be limited to the following: employment, upgrading, demotion or transfer; recruitment or recruitment advertising; layoffs or termination;

rates of pay or other forms of compensation; and selection for training, including apprenticeship. The Consultant agrees to post in conspicuous places, available to employees, applicants and subcontractors for employment, notices setting forth the provisions of this non-discrimination clause.

In the event of the Consultant's non-compliance with the non-discrimination clause of this Agreement, this Agreement may be immediately canceled, terminated or suspended in whole or in part.

8. Subcontracting. Consultant's services are unique and personal. Except as may be specified in Consultant's Proposal and agreed to by the City, Consultant will not subcontract any portion of the services without prior written approval of City Manager or his/her designee. If Consultant subcontracts any of the services, Consultant will be fully responsible to City for the acts, errors and omissions of Consultant's subcontractor and of the persons either directly or indirectly employed by the subcontractor, as Consultant is for the acts and omissions of persons directly employed by Consultant. Nothing contained in this Agreement will create any contractual relationship between any subcontractor of Consultant and City. Consultant will be responsible for payment of subcontractors. Consultant will bind every subcontractor and every subcontractor of a subcontractor by the terms of this Agreement applicable to Consultant's work unless specifically noted to the contrary in the subcontract and approved in writing by City.

9. Other Consultants. The City reserves the right to employ other consultants in connection with the services.

10. Indemnification. Consultant shall indemnify and save harmless the City, its officials, officers, employees, agents and volunteers (collectively hereinafter the "City"), against any and all damages to property or injuries to or death of any person or persons, including property and employees or agents of the City and shall indemnify and save the City from any and all liability and expense including reimbursement of reasonable defense costs and legal fees, and claims, demands, suits, actions or proceedings of any kind or nature, including Workers' Compensation claims, of or by anyone whomsoever to the extent resulting from or arising out of the negligent, reckless or willful misconduct for the Consultant, its officers, employees, subconsultants, subcontractors or agents in the performance of the duties undertaken by Consultant pursuant to this Agreement.

This indemnification and hold harmless obligation does not extend to claims arising out of the negligence or willful misconduct of the City.

11. Insurance. Without limiting the Consultant's indemnification of the City, Consultant shall obtain and maintain, at its cost and expense, for the duration of the Agreement and any and all amendments, insurance against claims for injuries to persons or damage to property which may arise out of or in connection with performance of the services by Consultant or Consultant's agents, representatives, employees or subcontractors. The insurance will be obtained from an insurance carrier admitted and authorized to do business in the State of California. Such evidence shall specifically identify this Agreement and shall contain express conditions that the City is to be given written notice at least thirty (30) days in advance of any termination or implementation of a reduction of limits or material change of insurance coverage as specified herein. Failure on the part of the Consultant to procure or maintain insurance shall constitute a material breach upon which the City may immediately terminate this Agreement. All insurance required hereunder shall be primary with respect to any insurance maintained by the City.

Coverages and Limits. Consultant will maintain the types of coverages and minimum limits indicated below, unless the Risk Manager or City Manager, in consultation with the City Attorney approves a lower amount. These minimum amounts of coverage will not constitute any limitations or cap on Consultant's indemnification obligations under this Agreement. City, its officers, agents, volunteers and employees make no representation that the limits of the insurance specified to be carried by Consultant pursuant to this Agreement are adequate to protect Consultant. The coverage will contain no special limitations on the scope of its protection to the above-designated insureds except for Workers Compensation and Professional Liability (i.e. errors and omissions insurance). Consultant will obtain occurrence coverage, excluding Professional Liability, which will be written as claims-made coverage. If Consultant believes that any required insurance coverage is inadequate, Consultant will obtain such additional insurance coverage, as Consultant deems adequate, at Consultant's sole expense.

11.1 Commercial General Liability Insurance. $1,000,000 combined single-limit per occurrence for bodily injury, personal injury and property damage. If the submitted policies contain aggregate limits, general aggregate limits will apply separately to the work under this Agreement or the general aggregate will be twice the required per occurrence limit.

11.2 Automobile Liability. $1,000,000 combined single-limit per accident for bodily injury and property damage.

11.3 Workers' Compensation and Employer's Liability. Workers' Compensation limits as required by the California Labor Code and Employer's Liability limits of $1,000,000 per accident for bodily injury. Workers' Compensation and Employer's Liability insurance will not be required if Consultant has no employees and provides, to City's satisfaction, a declaration stating this.

11.4 Professional Liability. Errors and omissions liability appropriate to Consultant’s profession with limits of not less than $1,000,000 per claim. The coverage shall also provide an extended two (2) year period commencing upon termination or cancellation of this Agreement.

Endorsements. For Commercial General Liability Insurance and Automobile Liability Insurance, Consultant will ensure that the policies are endorsed to name the City of Compton and its respective elected and appointed officers, officials, employees, agents and volunteers as **“additional insureds”** with respect to liability arising out of the activities of the Consultant. Any failure to comply with provisions of the policies shall not affect coverage provided to the City. ***Prior to City's execution of this Agreement, Consultant shall furnish certificates of insurance and endorsements to City.***

Waiver of Subrogation. The policies shall contain a waiver of subrogation for the benefit of City.

12. Permits and Licenses. Consultant, at its own expense, during the term of this Agreement, shall obtain and maintain all appropriate business and professional permits, licenses and certificates that may be required in connection with the performance of services by the Consultant. Upon execution of this Agreement, the Consultant shall show evidence of a business license permit in conformance with *Section 9-1.2* of the *Compton Municipal Code*.

13. Maintenance of Records. Consultant will maintain complete and accurate records with respect to costs incurred under this Agreement. All records will be clearly identifiable. Consultant

will allow a representative of City during normal business hours to examine, audit, and make transcripts or copies of records and any other documents created pursuant to this Agreement. Consultant will allow inspection of all work, data, documents, proceedings, and activities related to the Agreement for a period of three (3) years, or longer if required by law, from the date of final payment under this Agreement.

14. Warranties. Consultant represents and warrants (i) that Consultant has no obligations, legal or otherwise, inconsistent with the terms of this Agreement or with Consultant's undertaking this relationship with City, (ii) that the performance of the services called for by this Agreement do not and will not violate any applicable law, rule or regulation or any proprietary or other right of any third party, (iii) that Consultant will not use in the performance of his responsibilities under this Agreement any confidential information or trade secrets of any other person or entity and (iv) that Consultant has not knowingly entered into or will enter into any agreement (whether oral or written) in conflict with this Agreement.

15. Federal and State Withholding Taxes. Consultant shall be responsible for paying when due all federal and state income withholding taxes for all earning under this Agreement. Consultant agrees to indemnify City for any claims, costs, losses, fees, penalties, interest, or damages suffered by City resulting from Consultant's failure to comply with this provision.

16. General Compliance with Laws. Consultant will keep fully informed of federal, state and local laws and ordinances and regulations which in any manner affect those employed by Consultant, or in any way affect the performance of the services by Consultant. Consultant will at all times observe and comply with these laws, ordinances, and regulations and will be responsible for the compliance of the services with all applicable laws, ordinances and regulations.

17. Termination. In the event of the Consultant's failure to prosecute, deliver, or perform the services, after giving written notice of default and two (2) days to correct the same, then, in addition to any other remedies, City may terminate this Agreement for nonperformance by notifying Consultant in writing. Consultant has five (5) business days to deliver any documents owned by City and all work in progress to City address contained in this Agreement. City will make a determination of fact based upon the work product delivered to City and of the percentage of work that Consultant has performed. Based upon that finding City will determine the final payment of the Agreement. In the event City elects to terminate, City will have the right to immediate possession of all Work Product and work in progress prepared by Consultant, whether located at the project site, at Consultant's place of business, or at the offices of a subconsultant.

The City's obligation is payable only from funds appropriated for the purpose of this Agreement. All funds for payments after the end of the current fiscal year are subject to the City's legislative appropriation for this purpose. In the event this Agreement extends into succeeding fiscal year periods and the City Council does not allocate sufficient funds for the next succeeding fiscal year payments, this Agreement shall terminate immediately upon written notice from the City.

Either Party, upon tendering thirty (30) calendar days written notice to the other Party, may terminate this Agreement for convenience. In this event and upon request of City, Consultant will assemble the work product without charge and put it in order for proper filing and closing and deliver it to City. Consultant will be paid for work performed to the termination date; however, the total will not exceed the lump sum fee payable under this Agreement. City will make the final determination as to the portions of tasks completed and the compensation to be made.

18. Covenants Against Contingent Fees. Consultant warrants that Consultant has not employed or retained any company or person, other than a bona fide employee working for Consultant, to solicit or secure this Agreement, and that Consultant has not paid or agreed to pay any company or person, other than a bona fide employee, any fee, commission, percentage, brokerage fee, gift, or any other consideration contingent upon, or resulting from, the award or making of this Agreement. For breach or violation of this warranty, City will have the right to terminate this Agreement for nonperformance, or, in its discretion, to deduct from the Agreement price or consideration, or otherwise recover, the full amount of the fee, commission, percentage, brokerage fees, gift, or contingent fee.

19. Claims And Lawsuits. By signing this Agreement, Consultant agrees that any Agreement claim submitted to City must be asserted as part of the Agreement process as set forth in this Agreement and not in anticipation of litigation or in conjunction with litigation. Consultant acknowledges that if a false claim is submitted to City by Consultant, it may be considered fraud and Consultant may be subject to criminal prosecution. Consultant acknowledges that California Government Code sections 12650 *et seq.*, the False Claims Act, applies to this Agreement and, provides for civil penalties where a person knowingly submits a false claim to a public entity. These provisions include false claims made with deliberate ignorance of the false information or in reckless disregard of the truth or falsity of information. If City seeks to recover penalties pursuant to the False Claims Act, it is entitled to recover its litigation costs, including attorney's fees. Consultant acknowledges that the filing of a false claim may subject Consultant to an administrative proceeding as the result of which Consultant may be prevented to act as a Consultant on any public work or improvement for a period of up to five (5) years. Consultant acknowledges debarment by another jurisdiction is grounds for City to terminate this Agreement.

20. Certifications. The Consultant, under penalty of perjury, certifies that, except as noted below, he/she or any other person associated therewith in the capacity of owner, partner, director, officer, manager:

- is not currently under suspension, voluntary exclusion, or determination of ineligibility by any Federal, State or local agency;
- has not been suspended, voluntarily excluded or determined ineligible by any Federal, State or local agency within the past 3 years;
- has not been indicted, convicted, or had a civil judgment rendered against he/she/it by a court of competent jurisdiction in any matter involving fraud or official misconduct in connection with obtaining, attempting to obtain, or performing a public (Federal, state or local) transaction or contract under a public transaction; violation of Federal or state antitrust statutes or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, or receiving stolen property within the past 3 years; and
- are not presently indicted or otherwise criminally or civilly charged by a governmental entity (Federal, State or local) with commission of any of the offenses enumerated in the preceding paragraph; and
- have not had one or more public transactions (Federal, State or local) terminated for cause or default within the past 3 years.

If there are any exceptions to this certification, insert the exceptions in the following space.

[Supply exceptions on separate page]

For any exception noted above, indicate below to whom it applies, initiating agency, and dates of action.

[Attach separate page]

This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction. The above certifications are part of this contract. Signing this agreement on the signature portion thereof shall also constitute signature of the above Certifications.

Joshua Giosa, CPA, Partner **(Date)**

21. Jurisdiction, Venue and Governing Law. Any action at law or in equity brought by either of the Parties for the purpose of enforcing a right or rights provided for by this Agreement will be tried in a court of competent jurisdiction in the County of Los Angeles, State of California, and the Parties waive all provisions of law providing for a change of venue in these proceedings to any other county. This agreement will be governed by the laws of the State of California.

22. Testimony. Consultant will testify at City's request if litigation is brought against City in connection with Consultant's services under this agreement. Unless the action is brought by Consultant, or is based upon Consultant's actual or alleged negligence or other wrongdoing, City, upon prior written agreement with Consultant will compensate Consultant for time spent in preparation for testimony, testimony, and travel at Consultant's standard hourly rates at the time of actual testimony.

23. Waivers. The waiver by either Party of any breach or violation of any term, covenant, or condition of this Agreement or of any applicable law will not be deemed to be a waiver of such term, covenant, condition or law or of any subsequent breach or violation of same or of any other term, covenant, condition or law. The acceptance by either Party of any fee or other payment which may become due under this Agreement will not be deemed to be a waiver of any preceding breach or violation by the other Party of any term, covenant, or condition of this Agreement or any applicable law.

24. Authority. The individuals executing this Agreement and the instruments referenced in it on behalf of Consultant each represent and warrant that they have the legal power, right and actual authority to bind Consultant to the terms and conditions of this Agreement.

25. Severability. If any term, provision, condition or covenant of this Agreement or its application to any party or circumstances shall be held, to any extent, invalid or unenforceable, the remainder of this Agreement, or the application of the term, provision, condition or covenant to persons or circumstances other than those as to whom or which it is held invalid or unenforceable, shall not be affected, and shall be valid and enforceable to the fullest extent permitted by law.

26. Amendments. This Agreement may be modified or amended only be written document executed by both Consultant and City's City Manager and approved as to form by the

City Attorney. Such document shall expressly state that it is intended by the parties to amend the terms and conditions of this Agreement.

27. Confidentiality. All documents, information, data, and exhibits prepared or assembled by Consultant in connection with the performance of the Services pursuant to the Agreement are confidential until released by the City to the public, and the Consultant will not make any of these documents or information available to any individual or organization not employed by the Consultant or the City without the written consent of the City before any such release.

28. Entire Agreement. This Agreement, together with any other written document referred to or contemplated by it embody the entire Agreement and understanding between the parties relating to the subject matter of it. The City Manager is authorized, in consultation with the City Attorney, to agree to non-material amendments to this Agreement. Neither this Agreement nor any of its provisions may be amended, modified, waived or discharged except in a writing signed by both parties.

29. Notices. Any notices required or permitted under this Agreement shall be effective when delivered in person; and effective one (1) business day after delivery by facsimile transmission; and effective five (5) days after mailing by U.S. Mail, postage prepaid and properly addressed as follows:

TO CONSULTANT:
Price Paige & Company.
570 Magnolia Avenue, Suite 100
Clovis, CA. 93611
Attn: Joshua Giosa, CPA, Partner
(559) 299-9540

TO CITY:
CITY OF COMPTON
205 South Willowbrook Avenue
Compton, California 90220
Attn: Sharon Rahban Navizadeh, City Controller
City Controller Department
(310) 605-5678

Note: A copy of any notice provided to the Director shall also be provided to: City Manager, 205 South Willowbrook Avenue, Compton, California 90220.

30. Miscellaneous. No provision of this Agreement is to be interpreted for or against either party because that party or that party's legal representative drafted such provision.

Should either party hereto, or any representative, successor or assign of either party hereto, resort to litigation to enforce the provisions of this Agreement, the party or parties prevailing in such litigation shall be entitled, in addition to such other relief as may be granted, to recover its or their reasonable attorney's fees and costs in such litigation from the party or parties against whom enforcement is sought.

IN WITNESS WHEREOF, Consultant has executed this Agreement, and the City, by its City Manager, who is authorized to do so, has executed this Agreement.

PRICE PAIGE & COMPANY

Dated: _____ **By _____**
Joshua Giosa, CPA, Partner

CITY OF COMPTON
Recommended for Approval:

By _____ **Dated: _____**
Sharon Rahban Navizadeh, City Controller
City Controller Department

Approved by:

Dated: _____ **By _____**
Thomas Thomas, City Manager

Approved as to form:

By _____ **Dated: _____**
Eric Perrodin, City Attorney

ATTEST:

Dated: _____ **By _____**
Vernell McDaniel, City Clerk

May 12, 2023

Ms. Sharon Rahban
Finance Director
City of Compton
205 S. Willowbrook Ave.
Compton, California 90220

Dear Ms. Rahban:

This letter confirms the engagement of Price Paige & Company by the City of Compton (the "City") as of and for the following professional consulting services we expect to provide:

1) We will assist the City in the year-end close of its financial records for the years ended June 30, 2022 and 2023, in preparation for the City's external financial statement audits. We will perform reconciliations of balance sheet and income statement balances, as listed on the attached schedule. We will also prepare audit schedules and function as a liaison with the City's external auditor for all related schedules and any additional inquiries, as deemed necessary.

2) We will prepare bank and bond trustee reconciliations for all accounts listed in the attached schedule for the months of July 2021 through June 2023 and work with City personnel to prepare all journal entries necessary to ensure that the City's trial balance reconciles to the June 2022 and June 2023 bank reconciliations.

3) We will assist the City in responding to all inquiries derived from its external auditor's analytical procedures for June 30, 2022 and June 30, 2023 financial statement audits.

All workpapers or other documents used by us during this engagement will be maintained in segregated files, and such originals and all copies will be returned to you upon the completion of our engagement.

Electronic Data Communication and Storage and Use of Third Party Service Provider

In the interest of facilitating our services to the City, we may communicate by facsimile transmission, send data over the Internet, store electronic data via computer software applications hosted remotely on the Internet, or allow access to data through third-party vendors' secured portals or clouds. Electronic data that is confidential to the City may be transmitted or stored using these methods. We may use third-party service providers to store or transmit this data, such as providers of tax return preparation and document management software. In using these data communication and storage methods, our firm employs measures designed to maintain data security. We use reasonable efforts to keep such communications and data access secure in accordance with our obligations under applicable laws and professional standards. We also require all of our third-party vendors to do the same.

You recognize and accept that we have no control over the unauthorized interception or breach of any communications or data once it has been sent or has been subject to unauthorized access, notwithstanding all reasonable security measures employed by us or our third-party vendors, and consent

to our use of these electronic devices and applications and submission of confidential client information to third-party service providers during this engagement.

With regard to the electronic dissemination of audited financial statements, including financial statements published electronically on your website, you understand that electronic sites are a means to distribute information and, therefore, we are not required to read the information contained in these sites or to consider the consistency of other information in the electronic site with the original document.

Engagement Administration, Fees and Other

We will schedule the engagement based in part on deadlines, working conditions, and the availability of your key personnel. We will plan the engagement based on the assumption that your personnel will cooperate and provide assistance by performing tasks such as preparing requested schedules, retrieving supporting documents, and preparing confirmations. If, for whatever reason, your personnel are unavailable to provide the necessary assistance in a timely manner, it may substantially increase the work we have to do to complete the engagement within the established deadlines, resulting in an increase in fees over our original fee estimate.

It is our policy to keep records related to this engagement for a minimum of seven years after the report release date.

Our fees for the above services are $184,000, which are based on the expected hours required to perform the service at our standard hourly rates. Our standard hourly rates vary according to the degree of responsibility involved and the experience level of the personnel assigned to your consulting engagement. Our billing rates are reviewed annually and, where appropriate, adjusted for any increases due to inflation and other factors. We will issue a monthly billing statement for the work completed in that month. Payments for services are due when rendered and interim billings may be submitted as work progresses and expenses are incurred. Our fee estimate is based on anticipated cooperation from your personnel and the assumption that unexpected circumstances will not be encountered during the services listed above. Cooperation from your staff includes timely responses to our inquiries and providing all requested documentation on or before the agreed-upon dates. If significant additional time is necessary, we will discuss it with you before we incur additional costs. The fees for these services will be billed at the hourly billing rate for the individual involved, plus out-of-pocket expenses.

If any dispute pertaining to our work product arises among the parties hereto, the parties agree first to try in good faith to settle the dispute by mediation administered by the American Arbitration Association under its Rules for Professional Accounting and Related Services Disputes before resorting to litigation. The costs of any mediation proceeding shall be shared equally by all parties.

All work will be suspended if your account becomes 90 days past due. No work will be resumed until your account is fully paid. You acknowledge and agree that in the event we stop work or withdraw from this engagement as a result of your failure to pay on a timely basis for services rendered as required by this engagement letter, we shall not be liable for any damages that occur as a result of our ceasing to render services. Client and accountant both agree that any dispute over fees charged by the accountant to the client will be submitted for resolution by arbitration in accordance with the Rules for Professional Accounting and Related Services Disputes of the American Arbitration Association. Such arbitration shall be binding and final. IN AGREEING TO ARBITRATION, WE BOTH ACKNOWLEDGE THAT, IN THE EVENT OF A DISPUTE OVER FEES CHARGED BY THE ACCOUNTANT, EACH OF US IS GIVING UP THE RIGHT TO HAVE THE DISPUTE DECIDED IN A COURT OF LAW BEFORE A JUDGE OR JURY AND INSTEAD WE ARE ACCEPTING THE USE OF ARBITRATION FOR RESOLUTION.

If information becomes known that would make our continued involvement in this engagement inappropriate, or parties involved change, we reserve the right to withdraw from this engagement. In addition, we will refuse to perform any requested act that we deem a violation of law, public policy, or our professional ethical standards, and may, as a result, withdraw from the engagement without penalty.

In no event will our firm be liable for incidental or consequential damages resulting from our performance on this engagement, even if we have been advised of the possibility of such damages.

If these terms are in accordance with your understanding and meet with your approval, please return a signed copy via email or regular mail at your earliest convenience. This agreement will become effective when you return the signed copy to us.

If the need for additional services arises, our agreement with you will need to be revised. It is customary for us to describe these revisions in an addendum to this letter.

Sincerely,

Joshua Giosa, CPA
Price Paige & Company

- - - - - - -

RESPONSE:

This letter correctly sets forth the understanding of the **City of Compton, California**.

_____

Management Signature *Title* *Date*

DRAFT

Exhibit A

Item #1 – We will assist the City in the year-end close of its financial records for the year ending June 30, 2022 and 2023, by performing reconciliations of balance sheet and income statement balances for the following audit areas:

1) Investments
2) Inventory
3) Interest Receivable
4) Claims Payable
5) Compensated Absences
6) Deposits Payable
7) Land Held for Resale
8) Transfers In/Out

Item #2 – We will prepare the bank and bond trustee statement reconciliations for all accounts related to the following:

1) Housing Authority Fund
2) Low-Cost Housing Fund
3) Successor Agency Fund
4) Metropolitan Transit Authority
5) Local Agency Investment Fund (LAIF)
6) Trustee accounts for all City's bonds

DRAFT

PROFESSIONAL SERVICES AGREEMENT
BETWEEN
CITY OF COMPTON
AND
BADAWI & ASSOCIATES

This **AGREEMENT** is entered by and between the **CITY OF COMPTON**, a municipal corporation of the State of California (hereinafter referred to as **"City"**) located at 205 South Willowbrook Avenue, Compton, California 90220, and **BADAWI & ASSOCIATES.** (hereinafter referred to as **"Consultant"**), located at 2855 Telegraph Avenue, Suite 312, Berkeley, California 94705.

RECITALS:

WHEREAS, the City has determined that it will be prudent to engage the services of a professional and experienced Certified Public Accountant firm to assist the City with Bookkeeping, Audit Preparation and Consulting Services; and

WHEREAS, Consultant warrants that it is specifically trained, experienced, competent, and has the resources to provide such services which will be required by this Agreement; and

WHEREAS, Consultant is willing to render such professional services subject to the terms and conditions set forth in this Agreement.

NOW, THEREFORE, Consultant and City**,** for the consideration, terms and conditions herein described, mutually agree as follows:

AGREEMENT:

1. SCOPE OF SERVICES TO BE RENDERED BY CONSULTANT

It is the mutual understanding of the parties that the Consultant shall perform and be responsible for rendering services regarding the bookkeeping, audit preparation and consulting services. Professional services shall include, but not be limited to, the Task(s) indicated below:

Task(s) – Bookkeeping, Audit Preparation, and Consulting Services:

- Assistance with Bank Reconciliations
- Assistance with Audit Worksheet preparation
- Assistance with Bookkeeping and accounting research
- Preparation of checklists and calendars for enhancing internal control compliance for City staff

Consultant acknowledges that in entering into this Agreement the City is relying on Consultant's special skills and experience to do and perform the services in accordance with best standards of professional practice. While performing the Services, Consultant agrees to perform all the said work and furnish all the necessary materials at its own cost and expense necessary

to complete said services in a manner consistent with that degree of care and skill ordinarily exercised by members of the same profession currently practicing under similar circumstances and to the reasonable satisfaction of the City**.**

Consultant services hereunder shall be performed in good, workmanlike and professional manner. Consultant shall be responsible for correcting and completing all errors and omissions related to the services provided by the Consultant for this Agreement at no additional cost to the City**.** "Errors" and "Omissions" for purposes of this paragraph are defined to mean a failure by the Consultant to meet the standards of its profession as set forth in the preceding paragraph. The acceptance of the services by City does not release Consultant from these obligations.

Consultant will be responsible for employing or engaging all persons necessary to perform the services. All of Consultant's staff will be qualified by training and experience to perform their assigned tasks. Consultant will give its personal attention to the fulfillment of the provisions of this Agreement by all of its employees and subcontractors, if any, and will keep the services under its control. On demand of City, if any employee or subcontractor of Consultant fails or refuses to carry out the provisions of this Agreement or appears to be incompetent or to act in a disorderly or improper manner, he or she will be discharged immediately from the services.

Ahmed Badawi, Partner of Consultant, will serve as the **Project Manager** and shall be primarily responsible for representing Consultant in performance of this Agreement.

2. Duration of Contract. Consultant agrees to commence the services provided for herein upon written Notification to Proceed from the City and to continue in a diligent and professional manner until the project is complete, or upon exhaustion of authorized funding, whichever occurs first, unless this Agreement is terminated as provided herein. The parties anticipate that **Consultant's services will be completed by or before August 31, 2024.**

Consultant will generally adhere to the schedule set forth within Consultant's Proposal provided that City will grant reasonable extensions of time for the performance of the services occasioned by unusually lengthy governmental reviews of Consultant's work product or other unavoidable delays occasioned by unforeseen circumstances; provided, further, that such unavoidable delay will not include strikes, lockouts, work stoppages, or other labor disturbances conducted by, or on behalf of, Consultant's officers or employees.

Consultant acknowledges the importance to City of City's project schedule and agrees to put forth its best professional efforts to perform the services in a manner consistent with that schedule. City understands, however, that Consultant's performance must be governed by sound practices. Consultant will work such overtime or engage such personnel and equipment as necessary to maintain the schedule, without additional compensation.

3. Compensation. The method of payment for these services will be billed on a time-and-materials basis, as identified in Consultant's attached/incorporated **Proposal**. The total price paid the Consultant will include compensation for all work, including travel, materials, supplies, vendor services, expenses and subcontracted work. No additional compensation will be paid to the Consultant, unless there is a change in the scope of the work or the scope of the project. In the instance of a change in the scope of work or scope of the project, adjustment to the total compensation will be negotiated between the Consultant and the City. Adjustment in the total compensation will not be effective until authorized and approved in writing by the City**.**

Progress payments may be made in arrears based on the percentage of work and deliverables completed by the Consultant. If Consultant fails to submit the required deliverable items according to schedule or as required by the Agreement, except for those amounts that are due and not reasonably in dispute, the City shall have the right to delay payment and/or terminate this Agreement in accordance with the provisions noted herein.

Consultant shall be reimbursed within thirty (30) days, or as promptly as fiscal procedures may permit, upon receipt by the City of itemized invoices for services completed. Invoices shall be submitted no later than 45 calendar days after the performance of work for which the Consultant is billing. Invoices shall detail the work performed on each task as applicable. Invoices shall be delivered or mailed to the City Controller Department at the following address: **City of Compton, 205 South Willowbrook Avenue, Compton, California 90220.**

The Consultant is required to comply with all federal, state and local laws and ordinances applicable to the services provided under this Agreement.

As full and complete compensation for performance of all the services performed by the Consultant as described in Section 1 of this Agreement, City shall pay, and Consultant agrees to accept, a not-to-exceed maximum sum of **Two-Hundred Forty-Thousand Dollars ($240,000.00).**

Consultant agrees to provide all professional services at the following hourly rates:

Partner	$200.00
Manager	$150.00
Senior	$125.00
Staff	$100.00
Admin	$ 75.00

In the event of termination, the Consultant shall be entitled to compensation for the undisputed reasonable value of services performed to the effective date of termination, including any non-cancellable obligations incurred prior to termination; provided, however, that the City may condition payment of such compensation upon the Consultant's delivery to the City of any and all City property, documents, s, records, materials and work product associated with the performance of this Agreement.

4. Ownership of Materials. All product produced by Consultant or its agents, employees, and subcontractors pursuant to this Agreement (the "Work Product") is the property of City. In the event this Agreement is terminated, all Work Product produced by Consultant or its agents, employees and subcontractors pursuant to this Agreement will be delivered to City pursuant to the termination clause of this Agreement. Consultant will have the right to make one (1) copy of the Work Product for Consultant's records.

The Work Product may be used by City and its agents, employees, representatives, and assigns, in whole or in part, or in modified form, for all purposes City may deem advisable, without further employment of or payment of any compensation to Consultant; provided, however, that if this Agreement is terminated for any reason prior to completion of the Project and if under such circumstances City uses, or engages the services of and directs another consultant to use, the Work Product, City agrees to hold Consultant harmless from any and all liability, costs, and expenses relative to claims arising out of matters and/or events which occur subsequent to the

termination of this Agreement as a result of causes other than the fault or negligence of Consultant, or anyone for whose acts it is responsible, in preparation of the Work Product. Consultant will not be responsible for deficiencies solely attributable to modifications of the Work Product performed by others, or that arise from use of the Documents in connection with a project or site other than that shown in the Work Product.

5. Independent Contractor Status. Consultant, its officers, employees, subconsultants, subcontractors, agents and volunteers (collectively hereinafter the "Consultant"), will perform the services in Consultant's own way and pursuant to this Agreement as an independent contractor and in pursuit of Consultant's independent calling, and not as an employee of City. The persons used by Consultant to provide the services under this Agreement will not be considered employees of City for any purposes. Neither the City nor any of its officers, employees, agents or volunteers shall have any control over the conduct of the Consultant, except as expressly set forth in this Agreement. Consultant expressly warrants that while engaged in carrying out and complying with any terms and conditions of this Agreement that Consultant shall not at any time or in any manner, represent that Consultant is in any manner officers, employees, agents or volunteers of the City. Consultant shall obtain no rights to retirement, health care or any other benefit that accrue to City officials, officers, or employees. Consultant expressly waives any claim to such rights.

The payment made to Consultant pursuant to the Agreement will be the full and complete compensation to which Consultant is entitled. City will not make any federal or state tax withholdings on behalf of Consultant or its agents, employees or subcontractors. City will not pay any workers' compensation insurance, retirement contributions or unemployment contributions on behalf of Consultant or its employees or subcontractors. Consultant agrees to indemnify and pay City within thirty (30) days for any tax, retirement contribution, social security, overtime payment, unemployment payment or workers' compensation payment which City may be required to make on behalf of Consultant or any agent, employee, or contractor of Consultant for work done under this Agreement. At the City's election, City may deduct the amounts paid pursuant to this Section, from any balance owing to Consultant.

6. Successors, Assignment and Delegation. City and the Consultant each binds themselves, their partners, successors, assigns and legal representatives to the other hereto and to partners, successors, assigns and legal representatives of such other party in respect to all covenants, agreements and obligations contained in this Agreement.

The expertise and experience of Consultant are material considerations for this Agreement. Consultant shall not assign or transfer any interest in this Agreement or the performance of any of Consultant's obligations under this Agreement without the prior written consent of the City. Any attempted assignment or transfer of any of Consultant's rights, duties or obligations arising under this Agreement shall be null and void.

7. Nondiscriminatory Employment Practices. During the performance of this Agreement, the Consultant agrees not to discriminate against any employee or applicant for employment because of race, sex, creed, color, religion, age, sexual orientation, marital status, national origin, political affiliation, handicap or belief in accordance with requirements of City, State or Federal laws and regulations. Consultant will take affirmative action to ensure that applicants are employed, and that employees are treated during employment without regard to their race, sex, creed, color, religion, age, sexual orientation, marital status, national origin, political affiliation, handicap or belief in accordance with requirements of City, State or Federal laws and regulations. Such actions shall include, but not be limited to the following: employment,

upgrading, demotion or transfer; recruitment or recruitment advertising; layoffs or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The Consultant agrees to post in conspicuous places, available to employees, applicants and subcontractors for employment, notices setting forth the provisions of this non-discrimination clause.

In the event of the Consultant's non-compliance with the non-discrimination clause of this Agreement, this Agreement may be immediately canceled, terminated or suspended in whole or in part.

8. Subcontracting. Consultant's services are unique and personal. Except as may be specified in Consultant's Proposal and agreed to by the City, Consultant will not subcontract any portion of the services without prior written approval of City Manager or his/her designee. If Consultant subcontracts any of the services, Consultant will be fully responsible to City for the acts, errors and omissions of Consultant's subcontractor and of the persons either directly or indirectly employed by the subcontractor, as Consultant is for the acts and omissions of persons directly employed by Consultant. Nothing contained in this Agreement will create any contractual relationship between any subcontractor of Consultant and City. Consultant will be responsible for payment of subcontractors. Consultant will bind every subcontractor and every subcontractor of a subcontractor by the terms of this Agreement applicable to Consultant's work unless specifically noted to the contrary in the subcontract and approved in writing by City.

9. Other Consultants. The City reserves the right to employ other consultants in connection with the services.

10. Indemnification. Consultant shall indemnify and save harmless the City, its officials, officers, employees, agents and volunteers (collectively hereinafter the "City"), against any and all damages to property or injuries to or death of any person or persons, including property and employees or agents of the City and shall indemnify and save the City from any and all liability and expense including reimbursement of reasonable defense costs and legal fees, and claims, demands, suits, actions or proceedings of any kind or nature, including Workers' Compensation claims, of or by anyone whomsoever to the extent resulting from or arising out of the negligent, reckless or willful misconduct for the Consultant, its officers, employees, subconsultants, subcontractors or agents in the performance of the duties undertaken by Consultant pursuant to this Agreement.

This indemnification and hold harmless obligation does not extend to claims arising out of the negligence or willful misconduct of the City.

11. Insurance. Without limiting the Consultant's indemnification of the City, Consultant shall obtain and maintain, at its cost and expense, for the duration of the Agreement and any and all amendments, insurance against claims for injuries to persons or damage to property which may arise out of or in connection with performance of the services by Consultant or Consultant's agents, representatives, employees or subcontractors. The insurance will be obtained from an insurance carrier admitted and authorized to do business in the State of California. Such evidence shall specifically identify this Agreement and shall contain express conditions that the City is to be given written notice at least thirty (30) days in advance of any termination or implementation of a reduction of limits or material change of insurance coverage as specified herein. Failure on the part of the Consultant to procure or maintain insurance shall constitute a material breach upon which the City may immediately terminate this Agreement. All insurance required hereunder shall be primary with respect to any insurance maintained by the City.

Coverages and Limits. Consultant will maintain the types of coverages and minimum limits indicated below, unless the Risk Manager or City Manager, in consultation with the City Attorney approves a lower amount. These minimum amounts of coverage will not constitute any limitations or cap on Consultant's indemnification obligations under this Agreement. City, its officers, agents, volunteers and employees make no representation that the limits of the insurance specified to be carried by Consultant pursuant to this Agreement are adequate to protect Consultant. The coverage will contain no special limitations on the scope of its protection to the above-designated insureds except for Workers Compensation and Professional Liability (i.e. errors and omissions insurance). Consultant will obtain occurrence coverage, excluding Professional Liability, which will be written as claims-made coverage. If Consultant believes that any required insurance coverage is inadequate, Consultant will obtain such additional insurance coverage, as Consultant deems adequate, at Consultant's sole expense.

11.1 Commercial General Liability Insurance. $1,000,000 combined single-limit per occurrence for bodily injury, personal injury and property damage. If the submitted policies contain aggregate limits, general aggregate limits will apply separately to the work under this Agreement or the general aggregate will be twice the required per occurrence limit.

11.2 Automobile Liability. $1,000,000 combined single-limit per accident for bodily injury and property damage.

11.3 Workers' Compensation and Employer's Liability. Workers' Compensation limits as required by the California Labor Code and Employer's Liability limits of $1,000,000 per accident for bodily injury. Workers' Compensation and Employer's Liability insurance will not be required if Consultant has no employees and provides, to City's satisfaction, a declaration stating this.

11.4 Professional Liability. Errors and omissions liability appropriate to Consultant's profession with limits of not less than $1,000,000 per claim. The coverage shall also provide an extended two (2) year period commencing upon termination or cancellation of this Agreement.

Endorsements. For Commercial General Liability Insurance and Automobile Liability Insurance, Consultant will ensure that the policies are endorsed to name the City of Compton and its respective elected and appointed officers, officials, employees, agents and volunteers as **"additional insureds"** with respect to liability arising out of the activities of the Consultant. Any failure to comply with provisions of the policies shall not affect coverage provided to the City. ***Prior to City's execution of this Agreement, Consultant shall furnish certificates of insurance and endorsements to City.***

Waiver of Subrogation. The policies shall contain a waiver of subrogation for the benefit of City.

12. Permits and Licenses. Consultant, at its own expense, during the term of this Agreement, shall obtain and maintain all appropriate business and professional permits, licenses and certificates that may be required in connection with the performance of services by the Consultant. Upon execution of this Agreement, the Consultant shall show evidence of a business license permit in conformance with *Section 9-1.2* of the *Compton Municipal Code*.

13. Maintenance of Records. Consultant will maintain complete and accurate records with respect to costs incurred under this Agreement. All records will be clearly identifiable. Consultant will allow a representative of City during normal business hours to examine, audit, and make transcripts or copies of records and any other documents created pursuant to this Agreement. Consultant will allow inspection of all work, data, documents, proceedings, and activities related to the Agreement for a period of three (3) years, or longer if required by law, from the date of final payment under this Agreement.

14. Warranties. Consultant represents and warrants (i) that Consultant has no obligations, legal or otherwise, inconsistent with the terms of this Agreement or with Consultant's undertaking this relationship with City, (ii) that the performance of the services called for by this Agreement do not and will not violate any applicable law, rule or regulation or any proprietary or other right of any third party, (iii) that Consultant will not use in the performance of his responsibilities under this Agreement any confidential information or trade secrets of any other person or entity and (iv) that Consultant has not knowingly entered into or will enter into any agreement (whether oral or written) in conflict with this Agreement.

15. Federal and State Withholding Taxes. Consultant shall be responsible for paying when due all federal and state income withholding taxes for all earning under this Agreement. Consultant agrees to indemnify City for any claims, costs, losses, fees, penalties, interest, or damages suffered by City resulting from Consultant's failure to comply with this provision.

16. General Compliance with Laws. Consultant will keep fully informed of federal, state and local laws and ordinances and regulations which in any manner affect those employed by Consultant, or in any way affect the performance of the services by Consultant. Consultant will at all times observe and comply with these laws, ordinances, and regulations and will be responsible for the compliance of the services with all applicable laws, ordinances and regulations.

17. Termination. In the event of the Consultant's failure to prosecute, deliver, or perform the services, after giving written notice of default and two (2) days to correct the same, then, in addition to any other remedies, City may terminate this Agreement for nonperformance by notifying Consultant in writing. Consultant has five (5) business days to deliver any documents owned by City and all work in progress to City address contained in this Agreement. City will make a determination of fact based upon the work product delivered to City and of the percentage of work that Consultant has performed. Based upon that finding City will determine the final payment of the Agreement. In the event City elects to terminate, City will have the right to immediate possession of all Work Product and work in progress prepared by Consultant, whether located at the project site, at Consultant's place of business, or at the offices of a subconsultant.

The City's obligation is payable only from funds appropriated for the purpose of this Agreement. All funds for payments after the end of the current fiscal year are subject to the City's legislative appropriation for this purpose. In the event this Agreement extends into succeeding fiscal year periods and the City Council does not allocate sufficient funds for the next succeeding fiscal year payments, this Agreement shall terminate immediately upon written notice from the City.

Either Party, upon tendering thirty (30) calendar days written notice to the other Party, may terminate this Agreement for convenience. In this event and upon request of City, Consultant will assemble the work product without charge and put it in order for proper filing and closing and deliver it to City. Consultant will be paid for work performed to the termination date; however, the

total will not exceed the lump sum fee payable under this Agreement. City will make the final determination as to the portions of tasks completed and the compensation to be made.

18. Covenants Against Contingent Fees. Consultant warrants that Consultant has not employed or retained any company or person, other than a bona fide employee working for Consultant, to solicit or secure this Agreement, and that Consultant has not paid or agreed to pay any company or person, other than a bona fide employee, any fee, commission, percentage, brokerage fee, gift, or any other consideration contingent upon, or resulting from, the award or making of this Agreement. For breach or violation of this warranty, City will have the right to terminate this Agreement for nonperformance, or, in its discretion, to deduct from the Agreement price or consideration, or otherwise recover, the full amount of the fee, commission, percentage, brokerage fees, gift, or contingent fee.

19. Claims And Lawsuits. By signing this Agreement, Consultant agrees that any Agreement claim submitted to City must be asserted as part of the Agreement process as set forth in this Agreement and not in anticipation of litigation or in conjunction with litigation. Consultant acknowledges that if a false claim is submitted to City by Consultant, it may be considered fraud and Consultant may be subject to criminal prosecution. Consultant acknowledges that California Government Code sections 12650 *et seq.*, the False Claims Act, applies to this Agreement and, provides for civil penalties where a person knowingly submits a false claim to a public entity. These provisions include false claims made with deliberate ignorance of the false information or in reckless disregard of the truth or falsity of information. If City seeks to recover penalties pursuant to the False Claims Act, it is entitled to recover its litigation costs, including attorney's fees. Consultant acknowledges that the filing of a false claim may subject Consultant to an administrative proceeding as the result of which Consultant may be prevented to act as a Consultant on any public work or improvement for a period of up to five (5) years. Consultant acknowledges debarment by another jurisdiction is grounds for City to terminate this Agreement.

20. Certifications. The Consultant, under penalty of perjury, certifies that, except as noted below, he/she or any other person associated therewith in the capacity of owner, partner, director, officer, manager:

- is not currently under suspension, voluntary exclusion, or determination of ineligibility by any Federal, State or local agency;
- has not been suspended, voluntarily excluded or determined ineligible by any Federal, State or local agency within the past 3 years;
- has not been indicted, convicted, or had a civil judgment rendered against he/she/it by a court of competent jurisdiction in any matter involving fraud or official misconduct in connection with obtaining, attempting to obtain, or performing a public (Federal, state or local) transaction or contract under a public transaction; violation of Federal or state antitrust statutes or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, or receiving stolen property within the past 3 years; and
- are not presently indicted or otherwise criminally or civilly charged by a governmental entity (Federal, State or local) with commission of any of the offenses enumerated in the preceding paragraph; and
- have not had one or more public transactions (Federal, State or local) terminated for cause or default within the past 3 years.

If there are any exceptions to this certification, insert the exceptions in the following space.

[Supply exceptions on separate page]

For any exception noted above, indicate below to whom it applies, initiating agency, and dates of action.

[Attach separate page]

This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction. The above certifications are part of this contract. Signing this agreement on the signature portion thereof shall also constitute signature of the above Certifications.

Ahmed Badawi, Partner **(Date)**

21. Jurisdiction, Venue and Governing Law. Any action at law or in equity brought by either of the Parties for the purpose of enforcing a right or rights provided for by this Agreement will be tried in a court of competent jurisdiction in the County of Los Angeles, State of California, and the Parties waive all provisions of law providing for a change of venue in these proceedings to any other county. This agreement will be governed by the laws of the State of California.

22. Testimony. Consultant will testify at City's request if litigation is brought against City in connection with Consultant's services under this agreement. Unless the action is brought by Consultant, or is based upon Consultant's actual or alleged negligence or other wrongdoing, City, upon prior written agreement with Consultant will compensate Consultant for time spent in preparation for testimony, testimony, and travel at Consultant's standard hourly rates at the time of actual testimony.

23. Waivers. The waiver by either Party of any breach or violation of any term, covenant, or condition of this Agreement or of any applicable law will not be deemed to be a waiver of such term, covenant, condition or law or of any subsequent breach or violation of same or of any other term, covenant, condition or law. The acceptance by either Party of any fee or other payment which may become due under this Agreement will not be deemed to be a waiver of any preceding breach or violation by the other Party of any term, covenant, or condition of this Agreement or any applicable law.

24. Authority. The individuals executing this Agreement and the instruments referenced in it on behalf of Consultant each represent and warrant that they have the legal power, right and actual authority to bind Consultant to the terms and conditions of this Agreement.

25. Severability. If any term, provision, condition or covenant of this Agreement or its application to any party or circumstances shall be held, to any extent, invalid or unenforceable, the remainder of this Agreement, or the application of the term, provision, condition or covenant to persons or circumstances other than those as to whom or which it is held invalid or unenforceable, shall not be affected, and shall be valid and enforceable to the fullest extent permitted by law.

26. Amendments. This Agreement may be modified or amended only be written document executed by both Consultant and City's City Manager and approved as to form by the City Attorney. Such document shall expressly state that it is intended by the parties to amend the terms and conditions of this Agreement.

27. Confidentiality. All documents, information, data, and exhibits prepared or assembled by Consultant in connection with the performance of the Services pursuant to the Agreement are confidential until released by the City to the public, and the Consultant will not make any of these documents or information available to any individual or organization not employed by the Consultant or the City without the written consent of the City before any such release.

28. Entire Agreement. This Agreement, together with any other written document referred to or contemplated by it embody the entire Agreement and understanding between the parties relating to the subject matter of it. The City Manager is authorized, in consultation with the City Attorney, to agree to non-material amendments to this Agreement. Neither this Agreement nor any of its provisions may be amended, modified, waived or discharged except in a writing signed by both parties.

29. Notices. Any notices required or permitted under this Agreement shall be effective when delivered in person; and effective one (1) business day after delivery by facsimile transmission; and effective five (5) days after mailing by U.S. Mail, postage prepaid and properly addressed as follows:

TO CONSULTANT:
Badawi & Associates
2855 Telegraph Avenue, Suite 312
Berkeley, CA. 94705
Attn: Ahmed Badawi, Partner
(510) 768-8244

TO CITY:
CITY OF COMPTON
205 South Willowbrook Avenue
Compton, California 90220
Attn: Sharon Rahban Navizadeh, City Controller
City Controller Department
(310) 605-5678

Note: A copy of any notice provided to the Director shall also be provided to: City Manager, 205 South Willowbrook Avenue, Compton, California 90220.

30. Miscellaneous. No provision of this Agreement is to be interpreted for or against either party because that party or that party's legal representative drafted such provision.

Should either party hereto, or any representative, successor or assign of either party hereto, resort to litigation to enforce the provisions of this Agreement, the party or parties prevailing in such litigation shall be entitled, in addition to such other relief as may be granted, to recover its or their reasonable attorney's fees and costs in such litigation from the party or parties against whom enforcement is sought.

IN WITNESS WHEREOF, Consultant has executed this Agreement, and the City, by its City Manager, who is authorized to do so, has executed this Agreement.

BADAWI & ASSOCIATES

Dated: _____ **By _____**
Ahmed Badawi, Partner

CITY OF COMPTON
Recommended for Approval:

By _____ **Dated: _____**
Sharon Rahban Navizadeh, City Controller
City Controller Department

Approved by:

Dated: _____ **By _____**
Thomas Thomas, City Manager

Approved as to form:

By _____ **Dated: _____**
Eric Perrodin, City Attorney

ATTEST:

Dated: _____ **By _____**
Vernell McDaniel, City Clerk

June 27, 2023

TO: HONORABLE MAYOR AND CITY COUNCIL MEMBERS

FROM: CITY CONTROLLER

SUBJECT: A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON RESCINDING RESOLUTION 23,970 WHICH ADOPTED THE REVISED REPAYMENT SCHEDULE OF THE GENERAL FUND INTERNAL BORROWING AND APPROVING A SECOND REVISED REPAYMENT SCHEDULE OF THE GENERAL FUND INTERNAL BORROWING.

SUMMARY

Staff is requesting that the City Council rescind the repayment schedule of the General Fund Internal Borrowing adopted in Resolution 23,970 and approve the revised repayment schedule presented.

BACKGROUND

During Fiscal Year 2009-2010, the City's audited financial statements recognized that the General Fund had borrowed cash from other funds to pay for General Fund expenditures in years where there were not enough revenues to adequately fund the General Fund expenditures. As of June 30, 2011, the General Fund owed a total of $41,921,071 to various internal funds of the City. This indebtedness effectively occurred when the General Fund had a negative balance in the pooled checking account which meant that the General Fund drew money from the pool over and above the General Fund revenues that were brought into the checking account. Several funds such as the Retirement Fund, Sewer Fund, and Water Fund had positive balances in the Pooled Checking account meaning that the funds brought more revenues into the Pooled Checking account than they actually spent in the past.

On December 20th, 2011, the City Council adopted resolution number 23,447 which approved a repayment schedule for this internal borrowing with an average of $4 million in annual installments, with an interest rate based on a 20-year mortgage rate of 3.5%.

On June 17th, 2014, the City Council adopted resolution number 23,970 which rescinded resolution number 23,447, including the repayment schedule, and adopted a revised repayment schedule. The revised repayment schedule adopted on June 17, 2014 had an average of $3.5 million in annual installments, and had an interest rate that was based on the (auditor-recommended) Local Agency Investment Fund (LAIF) average annual yield of 0.495% prevailing as of the end of 2010/2011 fiscal year when the 2011 repayment plan was formulated. Additionally, the number of years for repayment was reduced to 15 years from 20 years. The principal amount to be repaid remained at $41,901,757.

Since 2014, there have been audits of the City from various auditing authorities such as the State Controller's audit in 2018, and the MTA audit in 2015, which had determined that the General Fund's internal borrowing included some lending sources which were restricted and unallowable. Therefore, Controller Department staff adjusted the City's general ledger with an accounting entry to repay those borrowings to avoid increases in audit findings and to avoid the risk of disciplinary actions from granting agencies. (Interest expense incurred on those unallowable borrowings were repaid by the General Fund to those creditor funds, via accounting journal entries, as well during those audit periods). Due to staff turn-over in the Controller's office, the 2011 and 2014 resolutions to approve the repayment plan were unknown to Controller staff, and therefore the accounting journal entries that had been done to repay those unallowable internal borrowings were not brought to the attention of the City Council.

The past accounting-journal-entry repayment of these unallowable borrowings has lowered the total principal due by the General Fund to an amount of $28,797,511.20 as of June 30, 2020. With compounded annual interest accumulated on this balance, the total due by the General fund as of June 30, 2020 is $29,695,191.24.

STATEMENT OF ISSUE

Since Fiscal Year 2013/2014, the year in which the City Council adopted resolution number 23,970, through the present time, repayment by the General Fund has not been made. Therefore, staff is recommending a revised repayment schedule to be adopted to represent a more realistic minimum payment that the General Fund should be able to make on a continuous annual basis. This average annual payment would fall to approximately $1,500,000.00 over twenty years compared to an average annual payment of approximately $3,500,000.00 over fifteen years (which was included in the amortization schedule adopted in Fiscal Year 2013-2014 as part of resolution 23,970).

Additionally, it is still necessary (per auditor-recommendation) to utilize interest rates that represent the yield on the Local Agency Investment Fund (LAIF) where the City invests its funds. The applicable LAIF average annual yield (prevailing as of the end of FY 2020/2021 which is the accounting period in which the revised repayment plan is recommended to be implemented) being utilized in the revised repayment schedule is 0.22%.

The following represents a proposed revised repayment schedule that the General Fund shall follow in order to be able to repay its borrowings effective from the Fiscal Year 2020-2021 accounting period (from the earliest accounting period still open in the General Ledger at this time):

CITY OF COMPTON AMORTIZATION SCHEDULE – REPAYMENT BY GENERAL FUND					
Serial No.	Fiscal Year	Beginning Loan Balance	Interest 0.22%	Fiscal Year Repayment	Ending Loan Balance
1	FY2020/2021	$29,695,191.24	$65,329.42	$1,307,278.39	$ 28,387,912.85
2	FY2021/2022	$28,387,912.85	$62,453.41	$3,000,000.00	$ 25,387,912.85
3	FY2022/2023	$25,387,912.85	$55,853.41	$500,000.00	$ 24,887,912.85
4	FY2023/2024	$24,887,912.85	$54,753.41	$1,500,000.00	$ 23,387,912.85
5	FY2024/2025	$23,387,912.85	$51,453.41	$1,500,000.00	$ 21,887,912.85
6	FY2025/2026	$21,887,912.85	$48,153.41	$1,500,000.00	$ 20,387,912.85
7	FY2026/2027	$20,387,912.85	$44,853.41	$1,500,000.00	$ 18,887,912.85
8	FY2026/2027	$18,887,912.85	$41,553.41	$1,500,000.00	$ 17,387,912.85
9	FY2027/2028	$17,387,912.85	$38,253.41	$1,500,000.00	$ 15,887,912.85
10	FY2028/2029	$15,887,912.85	$34,953.41	$1,500,000.00	$ 14,387,912.85
11	FY2029/2030	$14,387,912.85	$31,653.41	$1,500,000.00	$ 12,887,912.85
12	FY2030/2031	$12,887,912.85	$28,353.41	$1,500,000.00	$ 11,387,912.85
13	FY2031/2032	$11,387,912.85	$25,053.41	$1,500,000.00	$ 9,887,912.85
14	FY2032/2033	$9,887,912.85	$21,753.41	$1,500,000.00	$ 8,387,912.85
15	FY2033/2034	$8,387,912.85	$18,453.41	$1,500,000.00	$ 6,887,912.85
16	FY2034/2035	$6,887,912.85	$15,153.41	$1,500,000.00	$ 5,387,912.85
17	FY2035/2036	$5,387,912.85	$11,853.41	$1,500,000.00	$ 3,887,912.85
18	FY2036/2037	$3,887,912.85	$8,553.41	$1,500,000.00	$ 2,387,912.85
19	FY2037/2038	$2,387,912.85	$5,253.41	$1,500,000.00	$ 887,912.85
20	FY2038/2039	$887,912.85	$1,953.41	$887,912.85	$0.00

To achieve the repayment plan, it is necessary to curtail General Fund expenditures to ensure that the General Fund revenues are adequate to meet General Fund expenditures without having to use the cash belonging to other funds. It is imperative that the repayment schedule be complied with to give assurance to third parties including the City's Banks, Bondholders, Independent auditors and Auditors from grantor agencies the reassurance that the City is committed to repay amounts owed by the General Fund to other funds.

Lastly, if in any given fiscal year, a surplus in the General Fund is recognized by City Controller Department staff, then additional funds from the General Fund will be

recommended to the City Manager to be used to increase repayment amounts to accelerate the repayment time-frame, if feasible.

FISCAL IMPACT

The amount of repayment required for Fiscal Year 2022-2023 is $500,000. The City is projected (with a mid-year budget review) to have a surplus of $600,000 and to have enough cash to make the $500,000 payment.

ALTERNATIVE

The City would continue to remain in a position of being behind and remaining out of compliance with auditor recommendations to start implementing a repayment plan for the General Fund to repay its internal borrowings. Additionally, any unallowable borrowings would not be repaid and the City could risk obtaining more audit findings.

RECOMMENDATION

The City Controller recommends that the City Council adopt the attached Resolution.

SHARON RAHBAN NAVIZADEH

CITY CONTROLLER

APPROVED FOR FORWARDING:

THOMAS THOMAS

CITY MANAGER

RESOLUTION NO. _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON RESCINDING RESOLUTION 23,970 WHICH ADOPTED THE REVISED REPAYMENT SCHEDULE OF THE GENERAL FUND INTERNAL BORROWING AND APPROVING A SECOND REVISED REPAYMENT SCHEDULE OF THE GENERAL FUND INTERNAL BORROWING.

WHEREAS, during Fiscal Year 2009-2010, the City's audited financial statements recognized that the General Fund had borrowed cash from other funds to pay for General Fund expenditures in years where there were not enough revenues to adequately fund the General Fund expenditures.

WHEREAS, as of June 30, 2011, the General Fund owed a total of $41,921,071 to various internal funds of the City. This indebtedness effectively occurred when the General Fund had a negative balance in the pooled checking account which meant that the General Fund drew money from the pool over and above the General Fund revenues that were brought into the checking account. Several funds such as the Retirement Fund, Sewer Fund, and Water Fund had positive balances in the Pooled Checking account meaning that the funds brought more revenues into the Pooled Checking account than they actually spent in the past.

WHEREAS, on December 20th, 2011, the City Council adopted resolution number 23,447 which approved a repayment schedule for this internal borrowing with an average of $4 million in annual installments, with an interest rate based on a 20-year mortgage rate of 3.5%.

WHEREAS, on June 17th, 2014, the City Council adopted resolution number 23,970 which rescinded resolution number 23,447, including the repayment schedule, and adopted a revised repayment schedule. The revised repayment schedule adopted on June 17, 2014 had an average of $3.5 million in annual installments, and had an interest rate that was based on the (auditor-recommended) Local Agency Investment Fund (LAIF) average annual yield of 0.495% prevailing as of the end of 2010/2011 fiscal year when the 2011 repayment plan was formulated. Additionally, the number of years for repayment was reduced to 15 years from 20 years. The principal amount to be repaid remained at $41,901,757.

WHEREAS, Controller Department staff adjusted the City's general ledger with an accounting entry to repay certain unallowable borrowings from the General Fund (plus interest) to avoid increases in audit findings and to avoid the risk of disciplinary actions onto the City from granting agencies. This lowered the total principal due by the General Fund to an amount of $28,797,511.20 as of June 30, 2020. With compounded annual interest accumulated on this balance, the total due by the General fund as of June 30, 2020 is $29,695,191.24.

WHEREAS, since Fiscal Year 2013/2014, the year in which the City Council adopted resolution number 23,970, through the present time, repayment by the General Fund has not been made. Therefore, staff is recommending a revised repayment schedule to be adopted to represent a more realistic minimum payment that the General Fund should be able to make on a continuous annual basis.

WHEREAS, based on discussion by the City Controller with the City's independent auditor, it is necessary to utilize interest rates that represent the yield on the Local Agency Investment Fund (LAIF) where the City invests its funds. The applicable LAIF interest rate utilized in the revised repayment schedule is 0.22%.

WHEREAS, the following represents a proposed revised repayment schedule that the General Fund shall follow in order to be able to repay it's borrowings, and if in any given fiscal year, a surplus in the General Fund is recognized by City Controller Department staff, then additional funds from the General Fund will be recommended to the City Manager to be used to increase repayment amounts to accelerate the repayment time-frame, if feasible:

CITY OF COMPTON AMORTIZATION SCHEDULE – REPAYMENT BY GENERAL FUND					
Serial No.	Fiscal Year	Beginning Loan Balance	Interest 0.22%	Fiscal Year Repayment	Ending Loan Balance
1	FY2020/2021	$29,695,191.24	$65,329.42	$1,307,278.39	$ 28,387,912.85
2	FY2021/2022	$28,387,912.85	$62,453.41	$3,000,000.00	$ 25,387,912.85
3	FY2022/2023	$25,387,912.85	$55,853.41	$500,000.00	$ 24,887,912.85
4	FY2023/2024	$24,887,912.85	$54,753.41	$1,500,000.00	$ 23,387,912.85
5	FY2024/2025	$23,387,912.85	$51,453.41	$1,500,000.00	$ 21,887,912.85
6	FY2025/2026	$21,887,912.85	$48,153.41	$1,500,000.00	$ 20,387,912.85
7	FY2026/2027	$20,387,912.85	$44,853.41	$1,500,000.00	$ 18,887,912.85
8	FY2026/2027	$18,887,912.85	$41,553.41	$1,500,000.00	$ 17,387,912.85
9	FY2027/2028	$17,387,912.85	$38,253.41	$1,500,000.00	$ 15,887,912.85
10	FY2028/2029	$15,887,912.85	$34,953.41	$1,500,000.00	$ 14,387,912.85
11	FY2029/2030	$14,387,912.85	$31,653.41	$1,500,000.00	$ 12,887,912.85
12	FY2030/2031	$12,887,912.85	$28,353.41	$1,500,000.00	$ 11,387,912.85
13	FY2031/2032	$11,387,912.85	$25,053.41	$1,500,000.00	$ 9,887,912.85
14	FY2032/2033	$9,887,912.85	$21,753.41	$1,500,000.00	$ 8,387,912.85
15	FY2033/2034	$8,387,912.85	$18,453.41	$1,500,000.00	$ 6,887,912.85
16	FY2034/2035	$6,887,912.85	$15,153.41	$1,500,000.00	$ 5,387,912.85
17	FY2035/2036	$5,387,912.85	$11,853.41	$1,500,000.00	$ 3,887,912.85
18	FY2036/2037	$3,887,912.85	$8,553.41	$1,500,000.00	$ 2,387,912.85
19	FY2037/2038	$2,387,912.85	$5,253.41	$1,500,000.00	$ 887,912.85
20	FY2038/2039	$887,912.85	$1,953.41	$887,912.85	$0.00

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

SECTION 1. That the repayment schedule listed below is hereby approved and that resolution number 23,970 containing prior repayment schedule is hereby rescinded.

SECTION 2. That the interest rate for the repayment schedule shall be based on the LAIF average annual yield of 0.22% prevailing as of the end of the 2020/2021 fiscal year when the current repayment plan has been reformulated.

SECTION 3. That the repayment period of the plan is hereby extended from 15 years to 20 years to allow for a feasible annual repayment amount.

SECTION 4. That the City Manager is authorized to appropriate enough funds in the General Fund budget to make the repayment in accordance with the revised amortization schedule shown below:

CITY OF COMPTON AMORTIZATION SCHEDULE – REPAYMENT BY GENERAL FUND					
Serial No.	Fiscal Year	Beginning Loan Balance	Interest 0.22%	Fiscal Year Repayment	Ending Loan Balance
1	FY2020/2021	$29,695,191.24	$65,329.42	$1,307,278.39	$ 28,387,912.85
2	FY2021/2022	$28,387,912.85	$62,453.41	$3,000,000.00	$ 25,387,912.85
3	FY2022/2023	$25,387,912.85	$55,853.41	$500,000.00	$ 24,887,912.85
4	FY2023/2024	$24,887,912.85	$54,753.41	$1,500,000.00	$ 23,387,912.85
5	FY2024/2025	$23,387,912.85	$51,453.41	$1,500,000.00	$ 21,887,912.85
6	FY2025/2026	$21,887,912.85	$48,153.41	$1,500,000.00	$ 20,387,912.85
7	FY2026/2027	$20,387,912.85	$44,853.41	$1,500,000.00	$ 18,887,912.85
8	FY2026/2027	$18,887,912.85	$41,553.41	$1,500,000.00	$ 17,387,912.85
9	FY2027/2028	$17,387,912.85	$38,253.41	$1,500,000.00	$ 15,887,912.85
10	FY2028/2029	$15,887,912.85	$34,953.41	$1,500,000.00	$ 14,387,912.85
11	FY2029/2030	$14,387,912.85	$31,653.41	$1,500,000.00	$ 12,887,912.85
12	FY2030/2031	$12,887,912.85	$28,353.41	$1,500,000.00	$ 11,387,912.85
13	FY2031/2032	$11,387,912.85	$25,053.41	$1,500,000.00	$ 9,887,912.85
14	FY2032/2033	$9,887,912.85	$21,753.41	$1,500,000.00	$ 8,387,912.85
15	FY2033/2034	$8,387,912.85	$18,453.41	$1,500,000.00	$ 6,887,912.85
16	FY2034/2035	$6,887,912.85	$15,153.41	$1,500,000.00	$ 5,387,912.85
17	FY2035/2036	$5,387,912.85	$11,853.41	$1,500,000.00	$ 3,887,912.85
18	FY2036/2037	$3,887,912.85	$8,553.41	$1,500,000.00	$ 2,387,912.85
19	FY2037/2038	$2,387,912.85	$5,253.41	$1,500,000.00	$ 887,912.85
20	FY2038/2039	$887,912.85	$1,953.41	$887,912.85	$0.00

SECTION 5. That a copy of this Resolution shall be filed in the offices of the City Clerk, City Attorney, City Manager, and City Controller.

SECTION 6. That the Mayor shall sign and the City Clerk shall attest to the adoption of this Resolution.

ADOPTED this _____ day of _____, 2023.

_____
MAYOR OF THE CITY OF COMPTON

ATTEST:

_____
CLERK OF THE CITY OF COMPTON

STATE OF CALIFORNIA)
COUNTY OF LOS ANGELES) ss
CITY OF COMPTON)

I, Vernell McDaniel, City Clerk of the City of Compton, hereby certify that the foregoing Resolution was adopted by the City Council of the City of Compton, signed by the Mayor and attested by the City Clerk at a regular meeting thereof held on this _____ day of _____, 2023.

That said Resolution was adopted by the following vote, to wit:

AYES: COUNCILMEMBERS -
NOES: COUNCILMEMBERS -
ABSTAIN: COUNCILMEMBERS -
ABSENT: COUNCILMEMBERS -

_____
CITY CLERK OF THE CITY OF COMPTON

RESOLUTION NO. 23,970

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON APPROVING THE REVISED REPAYMENT SCHEDULE OF THE GENERAL FUND INTERNAL BORROWING AND RESCINDING THE REPAYMENT SCHEDULE ADOPTED IN RESOLUTION 23,447

WHEREAS, the City Council adopted resolution number 23,447 of December 20, 2011 delineating repayment plan to enable the General Fund repay the amounts owed to other funds; and

WHEREAS, the repayment plan entailed amortization of the General Fund inter-fund debt over a 20-year period beginning from the fiscal year 2012-2013 to the 2030/2031 fiscal year; and

WHEREAS, the former Independent Auditors of the City agreed to the 20-year repayment period. However, the City's current Independent Auditors recommended a shorter repayment period as well as other adjustments to the plan. The repayment period has therefore been reduced to 15 years from 2012/2013 to 2026/2027; and

WHEREAS, the repayment plan approved by the City Council in 2011 utilized 3.50% interest rate representing a 20-year mortgage rate prevailing at the time of the 2011 resolution; and

WHEREAS, it is necessary to utilize interest rate that represents the yield on the Local Agency Investment Fund (LAIF) where the City invests its funds. The applicable LAIF interest rate utilized in the revised repayment schedule is .0495%; and

WHEREAS, the Auditors have confirmed based on their audit that the balance of the General Fund internal borrowings that should be subject to repayment plan is $41,901,757 as of June 30, 2012. This total amount of $41,901,757 owed to other funds consists of the following:

1. The amount of $36,573,757 representing General Fund's net negative cash balance in the Pooled Checking Account which meant that the General Fund drew money from the pool over and above the General Fund revenues that were brought into the pooled checking account.

2. The amount of $5,328,000 owed to the Community Redevelopment Agency for purchase of Park Land from the Community Redevelopment Agency (Fund 1203). The park properties were initially sold by the City to CRA several years ago. However, due to legal complications (also raised by the Independent Auditors) the parks were resold back to the City. The City Council approved the resale of the park property and directed that the Agency be fully reimbursed through resolution number 1,778. However, the General Fund has not had the available funds to repay the Agency; and

WHEREAS, it may be necessary to have separate bank accounts for some of the funds in the Pooled Checking account to ensure that the repayments made by the General Fund to those funds are deposited in their own separate bank accounts; and

WHEREAS, it is also necessary to curtail General Fund expenditures to ensure that General Fund revenues are adequate to meet General Fund expenditures without having to use the cash belonging to other funds; and

WHEREAS, it is imperative that the repayment schedule be complied with to give assurance to third parties including the City's Banks, Bondholders, Independent Auditors and Auditors from grantee Agencies that the City is committed to repay the amounts owed by General Fund to other funds; and

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

Section 1. That the repayment schedule listed below is hereby approved and that resolution number 23,447 containing prior repayment schedule is hereby rescinded.

Section 2. That the interest rate for the repayment schedule shall be based on the LAIF average annual yield of 0.495% prevailing as of the end of the 2010/2011 fiscal year when the 2011 repayment plan was formulated.

Section 3. That the repayment period of the plan is hereby reduced from 20 years to 15 years to satisfy the requirements of the City's Independent Auditors.

Section 4. That the City Manager is authorized to appropriate enough funds in the General Fund budget to make the repayment in accordance with the revised amortization schedule shown below:

CITY OF COMPTON
AMORTIZATION SCHEDULE - REPAYMENT BY GENERAL FUND

Serial No.	Fiscal Year	Beginning Loan Balance	Interest 0.495%	Fiscal Year Repayment	Ending Loan Balance
1	2012/2013	$ 41,901,757	$ 207,414	$ 100,000	$ 42,009,171
2	2013/2014	$ 42,009,171	$ 207,945	$ 200,000	$ 42,017,116
3	2014/2015	$ 42,017,116	$ 207,985	$ 1,300,000	$ 40,925,101
4	2015/2016	$ 40,925,101	$ 202,579	$ 2,500,000	$ 38,627,680
5	2016/2017	$ 38,627,680	$ 191,207	$ 3,000,000	$ 35,818,887
6	2017/2018	$ 35,818,887	$ 177,303	$ 3,000,000	$ 32,996,190
7	2018/2019	$ 32,996,190	$ 163,331	$ 3,300,000	$ 29,859,521
8	2019/2020	$ 29,859,521	$ 147,805	$ 3,300,000	$ 26,707,326
9	2020/2021	$ 26,707,326	$ 132,201	$ 3,500,000	$ 23,339,527
10	2021/2022	$ 23,339,527	$ 115,531	$ 4,000,000	$ 19,455,058
11	2022/2023	$ 19,455,058	$ 96,303	$ 4,000,000	$ 15,551,361
12	2023/2024	$ 15,551,361	$ 76,979	$ 4,000,000	$ 11,628,340
13	2024/2025	$ 11,628,340	$ 57,560	$ 4,000,000	$ 7,685,900
14	2025/2026	$ 7,685,900	$ 38,045	$ 4,000,000	$ 3,723,945
15	2026/2027	$ 3,723,945	$ 18,434	$ 3,742,379	$ -

Section 5. That a certified copy of this resolution shall be filed in the Offices of the City Manager, City Controller and City Clerk.

Section 6. That the Mayor shall sign and the City Clerk shall attest to the adoption of this resolution.

ADOPTED this 17th day of June, 2014.

MAYOR OF THE CITY OF COMPTON

ATTEST:

CITY CLERK OF THE CITY OF COMPTON

STATE OF CALIFORNIA
COUNTY OF LOS ANGELES
CITY OF COMPTON

I, Alita Godwin, City Clerk of the City of Compton, hereby certify that the forgoing resolution was adopted by the City Council, signed by the Mayor, attested to by the City Clerk at a regular meeting thereof held on the 17th day of June 2014.

That said resolution was adopted by the following vote, to wit:

AYES: COUNCIL MEMBERS- Zurita,Galvan,Arceneaux,Jones,Brown
NOES: COUNCIL MEMBERS- None
ABSENT: COUNCIL MEMBERS- None
ABSTAINS: COUNCIL MEMBERS- None

CITY CLERK OF THE CITY OF COMPTON

RESOLUTION NO. 23,447

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON APPROVING THE REPAYMENT SCHEDULE OF THE GENERAL FUND INTERNAL BORROWING

WHEREAS, the City Manager's presentation of October 18, 2011 indicated the need for General Fund to commence repayment of the cash borrowed from other funds to pay for General Fund expenditures in years when there were not enough revenues to adequately fund the General Fund expenditures; and

WHEREAS, the City Council on November 8, 2011 approved the minute motion regarding the proposed action plan to improve the City's finances; and

WHEREAS, part of the action plan relates to the need for the City to discuss with the Independent Auditors a repayment schedule acceptable to the Auditors regarding the timing and amounts of the repayments to be made by the General Fund to those Funds whose monies were borrowed by General Fund; and

WHEREAS, as of June 30, 2011, the General Fund owed a total of $41,921,071 to various internal funds of the City. This total amount owed to other funds consists of the following:

1. $32,555,436 General Fund's negative balance in the Pooled Checking Account which meant that the General Fund drew money from the pool over and above the General Fund revenues that were brought into the pooled checking account. Several Funds such as the Retirement Fund, Sewer Fund and Water Fund have positive balances in the Pooled Checking account meaning that the funds brought more revenues into the Pooled Checking account than they actually spent in the past.

2. The amount of $5,328,000 is owed to the Community Redevelopment Agency for purchase of Park Land from the Community Redevelopment Agency (Fund 1203). The park properties were initially sold by the City to CRA several years ago. However, due to legal complications (also raised by the Independent Auditors) the parks were resold back to the City. The City Council approved the resale of the park property and directed that the Agency be fully reimbursed through resolution number 1,778. However, the General Fund has not had the available funds to repay the Agency to date.

3. The total of $4,037,635 mainly representing the amount allocated through the budget process in the fiscal year 2008/2009 to be paid out of the Agency's tax allocation revenues (Fund 1200) for services/expenditures incurred by City departments on behalf of CRA.

   However, the expenditures did not properly meet the eligibility criteria and were therefore disallowed by our External Independent Auditors. The General Fund has yet to pay back the amount to the Agency.

WHEREAS, the Independent Auditors cited the City in its fiscal year 2009/2010 audit report regarding the General Fund deficit and indebtedness.

WHEREAS, the City Manager and City Controller had discussions with the Independent Auditors regarding the desire to treat the amounts owed by the General Fund as long term indebtedness with repayment spread over a period of 20 years.

WHEREAS, it may be necessary to have separate bank accounts for some of the funds in the Pooled Checking account to ensure that the repayments made by the General Fund to those funds are deposited in their own separate bank account.

WHEREAS, It is necessary to curtail General Fund expenditures from now on to ensure that General Fund revenues are adequate to meet General Fund expenditures without having to use the cash belonging to other funds; and

WHEREAS, It is imperative that the repayment schedule be complied with to give assurance to third parties including the City's Banks, Bondholders, Independent Auditors and Auditors from grantee Agencies that the City is committed to repay the amounts owed by General Fund to other funds; and

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

Section 1. That the repayment schedule listed below is hereby approved.

Section 2. That the interest rate for repayment shall be based on the current 20-year mortgage rate which is 3.5% as of the date of this resolution.

CITY OF COMPTON
AMORTIZATION SCHEDULE - REPAYMENT BY GENERAL FUND

Serial No.	Fiscal Year	Beginning Loan Balance	Interest 3.5%	Fiscal Year Repayment	Ending Loan Balance
1	2011/2012	$ 41,921,071	$ 1,467,237	-	$ 43,388,308
2	2012/2013	$ 43,388,308	$ 1,518,691	$ 100,000	$ 44,806,999
3	2013/2014	$ 44,806,999	$ 1,568,241	$ 200,000	$ 46,175,140
4	2014/2015	$ 46,175,140	$ 1,616,130	$ 1,300,000	$ 46,491,270
5	2015/2016	$ 46,491,270	$ 1,627,194	$ 3,000,000	$ 45,118,464
6	2016/2017	$ 45,118,464	$ 1,579,146	$ 3,500,000	$ 43,197,610
7	2017/2018	$ 43,197,610	$ 1,511,916	$ 3,500,000	$ 41,209,526
8	2018/2019	$ 41,209,526	$ 1,442,333	$ 3,500,000	$ 39,151,859
9	2019/2020	$ 39,151,859	$ 1,370,315	$ 4,000,000	$ 36,522,174
10	2020/2021	$ 36,522,174	$ 1,278,276	$ 4,000,000	$ 33,800,450
11	2021/2022	$ 33,800,450	$ 1,183,016	$ 4,000,000	$ 30,983,466
12	2022/2023	$ 30,983,466	$ 1,084,421	$ 4,000,000	$ 28,067,887
13	2023/2024	$ 28,067,887	$ 982,376	$ 4,000,000	$ 25,050,263
14	2024/2025	$ 25,050,263	$ 876,759	$ 4,000,000	$ 21,927,023
15	2025/2026	$ 21,927,023	$ 767,446	$ 4,000,000	$ 18,694,469
16	2026/2027	$ 18,694,469	$ 654,306	$ 4,000,000	$ 15,348,775
17	2027/2028	$ 15,348,775	$ 537,207	$ 4,000,000	$ 11,885,982
18	2028/2029	$ 11,885,982	$ 416,009	$ 4,000,000	$ 8,301,991
19	2029/2030	$ 8,301,991	$ 290,570	$ 4,000,000	$ 4,592,561
20	2030/2031	$ 4,592,561	$ 160,740	$ 4,753,301	$ (0)

Section 3. That a certified copy of this resolution shall be filed in the Offices of the City Manager, City Controller and City Clerk.

Section 4. That the Mayor shall sign and the City Clerk shall attest to the adoption of this resolution.

CITY OF COMPTON
CLAIM ON CASH - 1010
FY - 2010 - 2011

JUNE 2011

FUNDS	DESCRIPTION	DEBIT	CREDIT
1000	POOLED CASH	10,469,017.36	
1001	GENERAL FUND		42,980,094.46
1003	HAZMAT DISCLOSURE		190,211.16
1012	TRANSPORTATION INVEST	138,704.24	
1033	COPS AB3229	71,008.16	
1060	YOUTH GANG INTERVENTION	1,124.71	
1061	JAG GRANT 2007DJBX0480	225,139.90	
1618	DOT COMMUNITY IMPROVEMENT PROJ		602,419.14
1619	MTA MLK TRANSIT CENTER EXPANS		697,340.68
1620	MTA CENTRAL AV ENHANCEMENT	1,008,148.78	
1621	LOCAL STREET AND ROADS IMPROVEMENT	662,676.16	
1622	AMERICAN RECOVERY REINVESTMENT	206,300.68	
1623	ROSECRANS TRAFFIC SIGNAL UPGRD		78,461.20
1641	REVOLVING LOAN		14,155.47
1665	LUEDERS PARK REHABILITATION		102,112.26
1674	NEIGHBORHOOD STABILIZATION PRG	27,476.91	
1916	MTA		319,047.60
2000	PROPOSITION A	645,720.61	
ST 2100	PERS RETIREMENT FUND	6,162,482.69	
2200	GAS TAX COUNTY	0.00	
2300	GAS TAX STATE		233,663.22
2602	CITY WIDE STREET LIGHT		2,026,962.77
2601	EMERGENCY MANAGE ASSIST (EMA)	2,836.00	
2604	TRANSPORT DEVELOPA AOT	6,640.16	
2606	COMPTON CREEK BIKEWAY	47,606.66	
2615	RIVER MOUNTAIN CONSERVE		9,766.64
2616	GONZALES PRK GRADING & DRAINAG		11,650.00
2618	OB RAYMOND PARK-05	84,205.01	
2620	EPA WATERLINE REHAB PROJECT		600,706.00
2625	CLEAN AIR AOT	217,337.10	
2639	CPD CORRECTION TRAINING	3,806.94	
2647	BEVERAGE CONTAIN RECYCLE	10,147.42	
2653	BEVERAGE CONTAIN RECYCLE	66,690.40	
2655	BEVERAGE CONTAIN RECYCLE	60,841.66	
2667	DWR GROUNDWATER STORAGE		112,183.61
2669	WRD SAFE AND CLEAN WATER	61,677.04	
2662	USED OIL 12TH CYCLE (12 CYCLE)		1,676.64
2663	SWR-PROP40 URBAN STORMWTR PRG	6,962.60	
2665	CLICK IT OR TICKET PROGRAM		4,303.74
2666	SOBRIETY CHECKPOINT		40,410.24
2669	USED OIL 13TH CYCLE	4,061.00	
2670	LOS ANGELES COUNTY TARTAR LANE	82,631.62	
2671	BRICKYARD SITE TRANSIT PLAN		47,882.09
2672	USED OIL PAYMENT PROGRAM	27,657.00	
2700	DEPT OF HEALTH SERVICES		99,669.98
2701	PC100	1,478.71	
2709	ANTI GRAFITTI (GRAF)	67,302.16	
2712	VETSRANS EMPLOYMENT TRAINING		10,000.00
2713	TOMORROW'S AERONAUTICAL MUSEM		11,051.89
2714	SOBRIETY CHECKPOINT		6,607.05
2717	YOUTH EMPLOYMENT PLAN (YEP)		20.00
2718	ANNUAL MAINTENANCE AND SERVICE	131,286.56	
2719	ENERGY EFFICIENCY/CONSERVATION		22,923.83
2800	CDBG	161,891.39	
2801	EMERGENCY SHELTER FUND ADMIN	29,980.00	
2805	HOME PROGRAM ADM KEY	304,988.04	
2819	BOI GRANT	600,922.62	
3001	TAX ALLOCATION BOND		9,670.00
3030	LEASE REVENUE BONDS SERIES 2005	724,667.89	
3040	CRA BONDS SERIES 2010 A	274,611.03	
3050	CRA BONDS SERIES 2010 B	667,669.43	
3060	CRA BONDS SERIES 2010 C	1,310,796.47	
6000	WATER	6,295,032.32	
6001	RICHLAND FARMS		89,933.70
6003	WATER BOND FUND 2007	4,160,422.74	
6010	SELF INSURANCE TRUST	50,081.66	
6100	RUBBISH		661,606.70
6103	RUBBISH RESIDENT		1,297.89
6110	SEWER SERVICE FUND ADMIN	4,650,764.00	
6117	SEWER REVENUE BOND SERIES 2006	2,221,131.61	
6118	SEWER ADMINISTRATION FUND		490,289.40
6200	GOLF COURSE FUND ADMIN		7,350.61
6300	RECREATION PROGRAMS FUND ADM	119,850.56	
6000	EQUIPMENT RENTAL FUND ADMIN		160,998.74
6200	REPRODUCTION FUND ADMIN	261,732.40	
6300	WORKERS' COMPENSATION	5,429,038.34	
6400	LIABILITY FUND	2,764,864.66	
7002	CABLE TV GOVT ACCESS	10,012.64	
7003	CABLE PUBLIC ACCESS FUND ADM	95,017.13	
7100	EMPLOYEE CONCESSION FUND ADMIN	6,603.86	
7200	REFUNDABLE DEPOSITS FUND ADM	392,664.66	
	TOTAL	49,476,984.99	49,973,911.21
			3,073.78

RESOLUTION NO. 23,447
PAGE THREE

ADOPTED this 20th day of December, 2011.

Eric J. Perrodin
MAYOR OF THE CITY OF COMPTON

ATTEST:

CITY CLERK OF THE CITY OF COMPTON

STATE OF CALIFORNIA
COUNTY OF LOS ANGELES
CITY OF COMPTON

I, Alita Godwin, City Clerk of the City of Compton, hereby certify that the forgoing resolution was adopted by the City Council, signed by the Mayor, attested to by the City Clerk at a regular meeting thereof held on the 20th day of December 2011.

That said resolution was adopted by the following vote, to wit:

AYES: COUNCIL MEMBER(S)-Zurita, Arceneaux, Jones, Perrodin
NOES: COUNCIL MEMBER(S)-None
ABSENT: COUNCIL MEMBER(S)-Dobson
ABSTAINS: COUNCIL MEMBER(S)-None

CITY CLERK OF THE CITY OF COMPTON

CALIFORNIA STATE TREASURER
FIONA MA, CPA

PMIA Daily Effective Yield FY 2021-2022

Date	Daily	Quarter to Date	Average Maturity
07/01/21	0.22	0.22	298
07/02/21	0.22	0.22	296
07/03/21	0.22	0.22	296
07/04/21	0.22	0.22	296
07/05/21	0.22	0.22	296
07/06/21	0.22	0.22	295
07/07/21	0.22	0.22	294
07/08/21	0.22	0.22	298
07/09/21	0.22	0.22	299
07/10/21	0.22	0.22	299
07/11/21	0.22	0.22	299
07/12/21	0.22	0.22	296
07/13/21	0.22	0.22	296
07/14/21	0.22	0.22	295
07/15/21	0.22	0.22	297
07/16/21	0.22	0.22	299
07/17/21	0.22	0.22	299
07/18/21	0.22	0.22	299
07/19/21	0.22	0.22	296
07/20/21	0.22	0.22	300
07/21/21	0.22	0.22	299
07/22/21	0.22	0.22	300
07/23/21	0.22	0.22	302
07/24/21	0.22	0.22	302
07/25/21	0.22	0.22	302
07/26/21	0.22	0.22	301
07/27/21	0.22	0.22	301
07/28/21	0.22	0.22	300
07/29/21	0.22	0.22	300
07/30/21	0.22	0.22	301
07/31/21	0.22	0.22	301

Date	Daily	Quarter to Date	Average Maturity
08/01/21	0.22	0.22	300
08/02/21	0.22	0.22	300
08/03/21	0.22	0.22	299
08/04/21	0.22	0.22	299
08/05/21	0.22	0.22	299
08/06/21	0.22	0.22	299
08/07/21	0.22	0.22	299
08/08/21	0.22	0.22	299
08/09/21	0.22	0.22	296
08/10/21	0.22	0.22	298
08/11/21	0.22	0.22	298
08/12/21	0.22	0.22	300
08/13/21	0.22	0.22	301
08/14/21	0.22	0.22	301
08/15/21	0.22	0.22	300
08/16/21	0.22	0.22	300
08/17/21	0.22	0.22	302
08/18/21	0.22	0.22	300
08/19/21	0.22	0.22	305
08/20/21	0.22	0.22	305
08/21/21	0.22	0.22	305
08/22/21	0.22	0.22	305
08/23/21	0.22	0.22	302
08/24/21	0.22	0.22	302
08/25/21	0.22	0.22	300
08/26/21	0.23	0.22	310
08/27/21	0.23	0.22	311
08/28/21	0.23	0.22	311
08/29/21	0.23	0.22	311
08/30/21	0.22	0.22	309
08/31/21	0.21	0.22	312

*Daily yield does not reflect capital gains or losses

CALIFORNIA STATE TREASURER
FIONA MA, CPA

PMIA Daily Effective Yield FY 2021-2022

Date	Daily	Quarter to Date	Average Maturity
09/01/21	0.21	0.22	317
09/02/21	0.21	0.22	316
09/03/21	0.21	0.22	316
09/04/21	0.21	0.22	316
09/05/21	0.21	0.22	316
09/06/21	0.21	0.22	316
09/07/21	0.21	0.22	313
09/08/21	0.21	0.22	311
09/09/21	0.21	0.22	309
09/10/21	0.21	0.22	308
09/11/21	0.21	0.22	308
09/12/21	0.21	0.22	308
09/13/21	0.21	0.22	309
09/14/21	0.21	0.22	309
09/15/21	0.20	0.22	309
09/16/21	0.20	0.22	307
09/17/21	0.20	0.22	309
09/18/21	0.22	0.22	309
09/19/21	0.22	0.22	309
09/20/21	0.20	0.22	305
09/21/21	0.20	0.22	305
09/22/21	0.20	0.22	305
09/23/21	0.20	0.22	313
09/24/21	0.21	0.22	316
09/25/21	0.21	0.22	316
09/26/21	0.21	0.22	316
09/27/21	0.21	0.22	314
09/28/21	0.21	0.22	318
09/29/21	0.21	0.22	317
09/30/21	0.20	0.22	321

Date	Daily	Quarter to Date	Average Maturity
10/01/21	0.20	0.20	331
10/02/21	0.20	0.20	331
10/03/21	0.20	0.20	331
10/04/21	0.20	0.20	328
10/05/21	0.20	0.20	324
10/06/21	0.20	0.20	324
10/07/21	0.20	0.20	326
10/08/21	0.20	0.20	328
10/09/21	0.20	0.20	328
10/10/21	0.20	0.20	328
10/11/21	0.20	0.20	325
10/12/21	0.20	0.20	327
10/13/21	0.20	0.20	326
10/14/21	0.20	0.20	326
10/15/21	0.20	0.20	329
10/16/21	0.20	0.20	329
10/17/21	0.20	0.20	329
10/18/21	0.20	0.20	327
10/19/21	0.20	0.20	327
10/20/21	0.20	0.20	325
10/21/21	0.21	0.20	332
10/22/21	0.21	0.20	332
10/23/21	0.21	0.20	332
10/24/21	0.21	0.20	332
10/25/21	0.21	0.20	333
10/26/21	0.21	0.20	333
10/27/21	0.21	0.20	335
10/28/21	0.21	0.20	335
10/29/21	0.21	0.20	334
10/30/21	0.21	0.20	334
10/31/21	0.20	0.20	335

*Daily yield does not reflect capital gains or losses

CALIFORNIA STATE TREASURER
FIONA MA, CPA

PMIA Daily Effective Yield FY 2021-2022

Date	Daily	Quarter to Date	Average Maturity
11/01/21	0.20	0.20	338
11/02/21	0.20	0.20	338
11/03/21	0.20	0.20	336
11/04/21	0.20	0.20	339
11/05/21	0.20	0.20	338
11/06/21	0.20	0.20	338
11/07/21	0.20	0.20	338
11/08/21	0.20	0.20	336
11/09/21	0.21	0.20	338
11/10/21	0.20	0.20	338
11/11/21	0.20	0.20	338
11/12/21	0.20	0.20	338
11/13/21	0.20	0.20	338
11/14/21	0.20	0.20	338
11/15/21	0.20	0.20	335
11/16/21	0.20	0.20	337
11/17/21	0.20	0.20	337
11/18/21	0.21	0.20	340
11/19/21	0.21	0.20	338
11/20/21	0.21	0.20	338
11/21/21	0.21	0.20	338
11/22/21	0.21	0.20	336
11/23/21	0.21	0.20	335
11/24/21	0.21	0.20	337
11/25/21	0.21	0.20	337
11/26/21	0.21	0.20	337
11/27/21	0.21	0.20	337
11/28/21	0.21	0.20	337
11/29/21	0.21	0.20	331
11/30/21	0.20	0.20	332

Date	Daily	Quarter to Date	Average Maturity
12/01/21	0.20	0.20	339
12/02/21	0.20	0.20	344
12/03/21	0.20	0.20	343
12/04/21	0.20	0.20	343
12/05/21	0.20	0.20	343
12/06/21	0.20	0.20	341
12/07/21	0.20	0.20	340
12/08/21	0.21	0.20	341
12/09/21	0.21	0.20	341
12/10/21	0.21	0.20	343
12/11/21	0.21	0.20	343
12/12/21	0.21	0.20	343
12/13/21	0.21	0.20	340
12/14/21	0.21	0.20	340
12/15/21	0.21	0.20	340
12/16/21	0.22	0.20	343
12/17/21	0.21	0.20	342
12/18/21	0.21	0.20	342
12/19/21	0.21	0.20	342
12/20/21	0.21	0.21	338
12/21/21	0.22	0.21	338
12/22/21	0.22	0.21	337
12/23/21	0.22	0.21	339
12/24/21	0.22	0.21	338
12/25/21	0.22	0.21	338
12/26/21	0.22	0.21	338
12/27/21	0.22	0.21	336
12/28/21	0.22	0.21	335
12/29/21	0.22	0.21	334
12/30/21	0.22	0.21	338
12/31/21	0.22	0.21	340

*Daily yield does not reflect capital gains or losses

CALIFORNIA STATE TREASURER
FIONA MA, CPA

PMIA Daily Effective Yield FY 2021-2022

Date	Daily	Quarter to Date	Average Maturity
01/01/22	0.22	0.22	339
01/02/22	0.22	0.22	339
01/03/22	0.22	0.22	342
01/04/22	0.22	0.22	340
01/05/22	0.22	0.22	338
01/06/22	0.22	0.22	337
01/07/22	0.22	0.22	336
01/08/22	0.22	0.22	336
01/09/22	0.22	0.22	336
01/10/22	0.22	0.22	334
01/11/22	0.22	0.22	333
01/12/22	0.22	0.22	331
01/13/22	0.23	0.22	332
01/14/22	0.23	0.22	330
01/15/22	0.22	0.22	330
01/16/22	0.22	0.22	330
01/17/22	0.22	0.22	330
01/18/22	0.23	0.22	325
01/19/22	0.24	0.23	328
01/20/22	0.24	0.23	325
01/21/22	0.24	0.23	324
01/22/22	0.24	0.23	324
01/23/22	0.24	0.23	324
01/24/22	0.25	0.23	323
01/25/22	0.25	0.23	322
01/26/22	0.25	0.23	320
01/27/22	0.25	0.23	324
01/28/22	0.25	0.23	323
01/29/22	0.25	0.23	323
01/30/22	0.25	0.23	323
01/31/22	0.26	0.23	322

Date	Daily	Quarter to Date	Average Maturity
02/01/22	0.26	0.24	326
02/02/22	0.26	0.24	325
02/03/22	0.26	0.24	324
02/04/22	0.26	0.24	324
02/05/22	0.26	0.24	324
02/06/22	0.26	0.24	324
02/07/22	0.26	0.24	322
02/08/22	0.27	0.24	322
02/09/22	0.27	0.24	321
02/10/22	0.27	0.24	320
02/11/22	0.27	0.24	320
02/12/22	0.27	0.24	320
02/13/22	0.27	0.24	320
02/14/22	0.27	0.24	320
02/15/22	0.28	0.25	320
02/16/22	0.28	0.25	319
02/17/22	0.28	0.25	318
02/18/22	0.28	0.25	316
02/19/22	0.28	0.25	316
02/20/22	0.28	0.25	316
02/21/22	0.28	0.25	316
02/22/22	0.29	0.25	313
02/23/22	0.29	0.25	311
02/24/22	0.30	0.25	309
02/25/22	0.31	0.25	314
02/26/22	0.31	0.25	314
02/27/22	0.31	0.26	314
02/28/22	0.31	0.26	319

*Daily yield does not reflect capital gains or losses

CALIFORNIA STATE TREASURER
FIONA MA, CPA

PMIA Daily Effective Yield FY 2021-2022

Date	Daily	Quarter to Date	Average Maturity
03/01/22	0.32	0.26	322
03/02/22	0.32	0.26	323
03/03/22	0.32	0.26	323
03/04/22	0.32	0.26	323
03/05/22	0.32	0.26	323
03/06/22	0.32	0.26	323
03/07/22	0.32	0.26	319
03/08/22	0.32	0.26	316
03/09/22	0.33	0.26	317
03/10/22	0.33	0.27	316
03/11/22	0.33	0.27	315
03/12/22	0.33	0.27	315
03/13/22	0.33	0.27	315
03/14/22	0.34	0.27	314
03/15/22	0.35	0.27	314
03/16/22	0.36	0.27	311
03/17/22	0.38	0.27	315
03/18/22	0.38	0.27	313
03/19/22	0.38	0.28	313
03/20/22	0.38	0.28	313
03/21/22	0.38	0.28	311
03/22/22	0.40	0.28	311
03/23/22	0.40	0.28	310
03/24/22	0.41	0.28	311
03/25/22	0.41	0.29	313
03/26/22	0.41	0.29	313
03/27/22	0.41	0.29	313
03/28/22	0.42	0.29	313
03/29/22	0.42	0.29	313
03/30/22	0.42	0.29	311
03/31/22	0.42	0.29	310

Date	Daily	Quarter to Date	Average Maturity
04/01/22	0.44	0.44	319
04/02/22	0.44	0.44	319
04/03/22	0.44	0.44	319
04/04/22	0.44	0.44	316
04/05/22	0.44	0.44	314
04/06/22	0.45	0.44	315
04/07/22	0.46	0.44	313
04/08/22	0.46	0.44	315
04/09/22	0.46	0.45	315
04/10/22	0.46	0.45	315
04/11/22	0.47	0.45	314
04/12/22	0.49	0.45	315
04/13/22	0.50	0.46	313
04/14/22	0.51	0.46	311
04/15/22	0.51	0.46	310
04/16/22	0.51	0.47	310
04/17/22	0.51	0.47	310
04/18/22	0.52	0.47	308
04/19/22	0.56	0.48	316
04/20/22	0.58	0.48	317
04/21/22	0.59	0.49	318
04/22/22	0.59	0.49	316
04/23/22	0.59	0.50	316
04/24/22	0.59	0.50	316
04/25/22	0.60	0.51	315
04/26/22	0.60	0.51	315
04/27/22	0.60	0.51	316
04/28/22	0.61	0.52	316
04/29/22	0.61	0.52	315
04/30/22	0.61	0.52	315

*Daily yield does not reflect capital gains or losses

CALIFORNIA STATE TREASURER
FIONA MA, CPA

PMIA Daily Effective Yield FY 2021-2022

Date	Daily	Quarter to Date	Average Maturity
05/01/22	0.61	0.53	315
05/02/22	0.61	0.53	314
05/03/22	0.63	0.53	316
05/04/22	0.64	0.54	315
05/05/22	0.64	0.54	316
05/06/22	0.65	0.54	315
05/07/22	0.65	0.55	315
05/08/22	0.65	0.55	315
05/09/22	0.65	0.55	314
05/10/22	0.65	0.55	312
05/11/22	0.65	0.56	312
05/12/22	0.67	0.56	313
05/13/22	0.67	0.56	312
05/14/22	0.67	0.56	312
05/15/22	0.67	0.57	311
05/16/22	0.68	0.57	310
05/17/22	0.69	0.57	313
05/18/22	0.69	0.57	311
05/19/22	0.71	0.58	312
05/20/22	0.71	0.58	311
05/21/22	0.71	0.58	311
05/22/22	0.71	0.59	311
05/23/22	0.72	0.59	308
05/24/22	0.73	0.59	309
05/25/22	0.73	0.59	308
05/26/22	0.73	0.60	309
05/27/22	0.74	0.60	312
05/28/22	0.74	0.60	312
05/29/22	0.74	0.60	312
05/30/22	0.74	0.61	312
05/31/22	0.75	0.61	309

Date	Daily	Quarter to Date	Average Maturity
06/01/22	0.76	0.61	313
06/02/22	0.77	0.61	314
06/03/22	0.77	0.62	313
06/04/22	0.77	0.62	313
06/05/22	0.77	0.62	313
06/06/22	0.77	0.62	311
06/07/22	0.79	0.63	311
06/08/22	0.75	0.63	311
06/09/22	0.80	0.63	311
06/10/22	0.81	0.63	310
06/11/22	0.81	0.63	310
06/12/22	0.81	0.64	310
06/13/22	0.82	0.64	308
06/14/22	0.83	0.64	307
06/15/22	0.86	0.65	308
06/16/22	0.90	0.65	310
06/17/22	0.91	0.65	309
06/18/22	0.91	0.66	309
06/19/22	0.91	0.66	309
06/20/22	0.91	0.66	306
06/21/22	0.92	0.67	304
06/22/22	0.92	0.67	303
06/23/22	0.92	0.67	301
06/24/22	0.93	0.68	309
06/25/22	0.93	0.68	309
06/26/22	0.93	0.68	309
06/27/22	0.94	0.68	308
06/28/22	0.94	0.69	306
06/29/22	0.94	0.69	305
06/30/22	0.99	0.69	311

*Daily yield does not reflect capital gains or losses

JUNE 27, 2023

TO: **HONORABLE MAYOR AND CITY COUNCIL MEMBERS**

FROM: **CITY CONTROLLER**

SUBJECT: **A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON TO AUTHORIZE THE CITY MANAGER TO ENTER INTO A MULTI-YEAR AGREEMENT WITH STRADLING YOCCA CARLSON & RAUTH, A PROFESSIONAL CORPORATION FOR ON GOING BOND DISCLOSURE COUNSEL SERVICES, TO AUTHORIZE A BUDGET AMENDMENT TO THE FY2022-2023 CITY BUDGET, AND TO AUTHORIZE A PURCHASE ORDER ($12,856.49).**

SUMMARY

Staff is requesting that the City Council authorize the City Manager to enter into a multi-year agreement with Stradling Yocca Carlson & Rauth, a Professional Corporation for On-going Bond Disclosure Counsel Services in the amount of Thirty-Eight-Thousand Five-Hundred Seventy Dollars ($38,570.00) and to authorize a purchase order in the amount of Twelve-Thousand Eight-Hundred Fifty-Six Dollars and Forty-Nine Cents ($12,856.49). Staff is also requesting that City Council approve a budget amendment in the amount of Twelve-Thousand Eight-Hundred Fifty-Six Dollars and Forty-Nine Cents ($12,856.49).

BACKGROUND

The Federal Securities Act of 1933 requires that investors receive financial and other significant information concerning securities being offered for public sale; and it also prohibits deceit, misrepresentations, and other fraud in the sale of securities. The Federal Securities Exchange Act of 1934 empowers the Securities and Exchange Commission (SEC) with broad authority over all aspects of the securities industry. The Act also identifies and prohibits certain types of conduct in the markets and provides the Commission with disciplinary powers over regulated entities and persons associated with them. The Act also empowers the SEC to require periodic reporting of information by companies with publicly traded securities.

Since the City is an issuer of bonds which are traded on securities exchanges, the City is required to be in compliance with these laws. The City has requirements to periodically report information and also has requirements prohibiting certain types of conduct and making misrepresentations in the market.

In addition to remaining in compliance with the 1933 and 1934 Securities Acts, the City is also responsible for complying with contractual obligations for financial disclosures. The City is obligated to comply with disclosure requirements for each of its bond issuance as shown in the attachments. Further, the City is in need of legal representation and legal advice related to its bond disclosures on an on-going basis.

A description of the City's Bond issuances follows:

1. **Compton Public Finance Authority Lease Revenue Bonds (Refunding and Various Projects) Series 2008**

   On May 1, 2008, the City issued $46,860,000 of Lease Revenue Bonds with an interest rate of 4.00-5.25% and to finance various capital projects amounting to $29,201,947. The City defeased the old bonds by placing a portion of the proceeds of the new bonds in an irrevocable trust to provide for all future debt service payments of the old bonds.

   The 2008 Lease Revenue Bonds are secured by the Authority's pledge of certain base rental payments made by the City to the Authority pursuant to a facility lease, dated May 1, 2008 between the Authority and the City.

   On August 1, 2016, the City issued $27,645,000 of Lease Revenue Refunding Bonds, Series 2016 to partially refund and defease a portion of the Series 2008 bonds. A refunding payment of $1,710,000 was made from the escrow fund and $31,785,000 was defeased by placing funds in an irrevocable trust. Accordingly, the trust account's assets and liabilities for the defeased bonds are not included in the City's financial statements.

2. **Compton Public Finance Authority Lease Revenue Refunding, Series 2016**
   On August 1, 2016, the City issued $27,645,000 of Lease Revenue Refunding Bonds, Series 2016 to partially refund and defease a portion of the Series 2008 bonds. The balance of the defeased bonds is disclosed in the Series 2008 note above. The remaining balance on the Series 2016 bonds was $24,550,000.

   The 2016 Lease Revenue Bonds are secured by the Authority's pledge of certain base rental payments made by the City to the Authority pursuant to the Facility Lease. The pledge of and charge and lien upon the revenues securing the Series 2008 bonds is equal to pledge of and charge and lien upon the revenues securing the 2016 Lease Revenue Bonds.

3. **1998 Sewer Refunding Bonds**
   In June 1998, the City issued $8.3 million in Sewer Revenue Refunding Bonds with an average interest rate of 5.20% to advance refund $7.29 million of outstanding Series 1993 Sewer Revenue Bonds. The old bonds were defeased

by placing proceeds of the new bonds in an irrevocable trust to provide for all future debt service payments on the old bonds. Accordingly, the trust account's assets and liabilities for the defeased bonds are not included in the City's financial statements.

The Sewer Refunding bonds are secured by the City's pledge of certain revenues, which consist of sewer service charges imposed by the City upon its property owners for the use of the sewer system for each year less certain operation and maintenance expenses incurred by the City in connection with the operation of the sewer system.

Interest on the bonds is payable semiannually on March 1 and September 1. Principal maturity occurs on September 1 of each year starting in 1999 through 2023.

4. **Water Revenue Bonds, Series 2009**
On May 20, 2009, the City issued $44,040,000 of Water Revenue Bonds with an interest of 3.00-6.00% to finance part of the cost of overhauling the City's water system.

The 2009 Water Revenue Bonds are secured by the net revenues of the City's water operations, which consist of charges for the services and facilities furnished by the water system minus certain operation and maintenance expenses incurred by the city in connection with the operation of the water system. The ratio of net revenues to annual debt service during the bond year must equal at least 150%. As of June 30, 2021, the pledged revenues equaled 209% of debt service payments due and payable.

5. **Sewer Revenue Bonds, Series 2009**
On May 20, 2009, the City issued $18,710,000 of Sewer Revenue Bonds with an interest of 5.63% - 6.00% to finance part of the cost of overhauling the City's antiquated sewer system.

The 2009 Sewer Revenue Bonds are secured by all of the sewer service charges excluding operation and maintenance expenses payable from the sewer service charges. The ratio of net revenues to annual debt service during the bond year must equal at least 110%.

6. **Independent Cities Finance Authority (City of Compton, California) Sales Tax Revenue Bonds Series 2021**
On March 23, 2021, the City issued $37,120,000 of Lease Revenue Bonds with an interest rate of 4.00% and to finance various capital projects amounting to $37,782,295.45.

The Independent Cities Finance Authority (the "Authority") is a joint powers authority created pursuant to a joint exercise of powers agreement, dated May 5, 1988, as amended, and the joint exercise of powers law of the State of California. The Authority has 7 members and 71 associate members. The Bonds are being issued to finance the design, acquisition, and construction of certain local roadway and street improvement projects (collectively, the "Projects") in the City, fund a debt service reserve fund for the Bonds and to pay the costs of issuing the Bonds.

The Bonds are payable from the Revenues pledged under the Trust Agreement. The Revenues consist primarily of Installment Sale Payments (the "Installment Sale Payments") to be made by the City to the Authority and of certain funds held under the Trust Agreement and investment earnings thereon (collectively with the Installment Sale Payments, the "Revenues"). The Authority will sell the improvements to the City pursuant to an Installment Sale Agreement, dated as of March 1, 2021 (the "Installment Sale Agreement"), by and between the Authority and the City.

Under the Installment Sale Agreement, the Installment Sale Payments are payable from and secured by a first lien on:

- all Measure M Receipts (as such term is defined herein), which consist of certain amounts received by the City from a 0.5% retail transactions and use tax that is collected by the County; and
- all Measure R Receipts (as such term is defined herein), which consist of certain amounts received by the City from a 0.5% retail transactions and use tax that is collected by the County through June 30, 2039; and
- all Proposition C Receipts (as such term is defined herein), which consist of certain amounts received by the City from a 0.5% retail transaction and use tax that is collected by the County.

The Measure M Receipts will only be available to pay Installment Sale Payments to the extent such Installment Sale Payments are attributable to a Measure M Project, the Measure R Receipts will only be available to pay Installment Sale Payments to the extent such Installment Sale Payments are attributable to a Measure R Project, and the Proposition C Receipts will only be available to pay Installment Sale Payments to the extent such Installment Sale Payments are attributable to a Proposition C Project, as reflected in a certificate of an Authorized City Representative delivered to the Depository Bank and the Trustee. All of the Projects financed using proceeds of the Bonds constitute a Measure M Project and a Measure R Project.

STATEMENT OF ISSUE

In order to remain in compliance with contractual requirements for bond disclosures (please see bond disclosure requirements attached) and to respond to investor inquiries, the City needs legal representation and advice by a firm with the proper expertise in the municipal securities industry. The firms who provided this service for the City in the past, only provided the service when bonds were issued and were not contracted to provide services on an on-going basis, even though remaining in compliance with disclosure requirements continued to be an obligation of the City on an on-going basis. Therefore, City staff solicited bids to recruit a firm to provide these necessary services.

It shall be of note that Section 4-11.7.d of the Municipal Code states the following in regards to competitive bidding requirements for attorneys:

> *"Except as otherwise provided in Section 1409 of the City Charter, state, or federal law, the competitive bidding requirements of this section shall not apply in the following circumstances:*
>
> *d. Any contract for professional services; such as, but not limited to, attorneys, physicians, architects, engineers, consultants, accountant, specialized printers or other individuals or organizations possessing a high degree of professional, unique, specialized or technical skill or expertise. Selection of professional services providers shall be on the basis of demonstrated competence and professional qualifications necessary for the satisfactory performance of the services required at a fair and reasonable price."*

A request for proposal (RFP) for on-going bond disclosure counsel services was directly emailed to four separate potential candidates, whose names were taken from the Official Statements of past City and Successor Agency Bond issuances.

The RFP yielded only one response. The candidate was Stradling Yocca Carlson & Rauth, a Professional Corporation (Stradling). This candidate had performed excellent bond disclosure counsel services on a past bond issuance with the City for the 2021 MTA Bonds that were issued in March of 2021. This firm also participated in providing excellent legal counsel services for the Successor Agency bond refinancing which occurred in June of 2022.

Therefore, this firm is being recommended to be awarded a contract to provide on-going bond disclosure counsel services for the City for a period of three (3) years.

Once this firm is engaged, the City will have the proper legal representation needed to respond to investor inquiries and to review bond disclosures when they are due. This firm will assist the City in remaining in compliance with contractually obligated bond disclosures and due date requirements. Without these services the City will incur a risk

of being out of compliance and could risk financial and also non-financial penalties. Additionally, this firm will report to the City Attorney, while also working with the City Controller.

Further by having on-going bond disclosure counsel services, this will communicate to stakeholders of the City that the City is committed to the improvement and success of the City's fiscal health.

FISCAL IMPACT

A budget amendment to the FY2022-2023 City Budget is being requested for the following:

Decrease in Expenditure appropriations:

Account Code	Account Name	Amount
5000-850-000-4253	Water/Electricity	$3,848.35
3031-710-000-4300	Capital Outlay	$3,921.93
5116-710-000-4262	Other Professional Services	$1,630.96
1001-610-000-4257	Bank fees/charges	$ 873.21
1001-610-016-4257	Bank fees/charges	$2,460.67
5116-710-000-4262	Professional Services	$ 121.37
	Total:	$12,856.49

Increase in Expenditure appropriations:

Account Code	Account Name	Amount
5000-650-000-4261	Legal Services	$3,848.35
3031-650-000-4261	Legal Services	$3,921.93
5116-650-000-4261	Legal Services	$1,630.96
1001-650-000-4261	Legal Services	$ 873.21
1001-650-016-4261	Legal Services	$2,460.67
5116-650-000-4261	Legal Services	$ 121.37
	Total:	$12,856.49

A purchase order for Twelve-Thousand Eight-Hundred Fifty-Six Dollars and Forty-Nine Cents ($12,856.49) to Stradling Yocca Carlson & Rauth, a Professional Corporation is also being requested to be authorized to be issued out of the (and therefore funding shall be available in the) following accounts for the first year of services to be used by the City. The firm will also be providing services to the Successor Agency of the City of Compton (Successor Agency) and a separate resolution is being requested for approval from the Board of the Successor Agency:

Account Code	Account Name	Amount
5000-650-000-4261	Legal Services	$3,848.35

3031-650-000-4261	Legal Services	$3,921.93
5116-650-000-4261	Legal Services	$ 121.37
5117-650-000-4261	Legal Services	$1,630.96
1001-650-000-4261	Legal Services	$ 873.21
1001-650-016-4261	Legal Services	$2,460.67
	Total:	$12,856.49

ALTERNATIVE

The City would risk remaining in a position without legal representation or review of its bond disclosures, and the City or individual employees could incur financial or non-financial penalties or consequences.

RECOMMENDATION

The City Controller recommends that the City Council adopt the attached Resolution.

SHARON RAHBAN NAVIZADEH

CITY CONTROLLER

APPROVED FOR FORWARDING:

THOMAS THOMAS

CITY MANAGER

RESOLUTION NO. _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON TO AUTHORIZE THE CITY MANAGER TO ENTER INTO A MULTI-YEAR AGREEMENT WITH STRADLING YOCCA CARLSON & RAUTH, A PROFESSIONAL CORPORATION FOR ON GOING BOND DISCLOSURE COUNSEL SERVICES, TO AUTHORIZE A BUDGET AMENDMENT TO THE FY2022-2023 CITY BUDGET, AND TO AUTHORIZE A PURCHASE ORDER ($12,856.49).

WHEREAS, the Federal Securities Act of 1933 requires that investors receive financial and other significant information concerning securities being offered for public sale; and it also prohibits deceit, misrepresentations, and other fraud in the sale of securities.

WHEREAS, the Federal Securities Exchange Act of 1934 empowers the Securities and Exchange Commission (SEC) with broad authority over all aspects of the securities industry. The Act also identifies and prohibits certain types of conduct in the markets and provides the Commission with disciplinary powers over regulated entities and persons associated with them. The Act also empowers the SEC to require periodic reporting of information by companies with publicly traded securities.

WHEREAS, since the City is an issuer of bonds which are traded on securities exchanges, the City is required to be in compliance with these laws. The City has requirements to periodically report information and also has requirements prohibiting certain types of conduct and making misrepresentations in the market.

WHEREAS, in addition to remaining in compliance with the 1933 and 1934 Securities Acts, the City is also responsible for complying with contractual obligations for financial disclosures. Further, the City is in need of legal representation and legal advice related to its bond disclosures on an on-going basis.

WHEREAS, Section 4-11.7.d of the Municipal Code states the following in regards to competitive bidding requirements for attorneys:

> *"Except as otherwise provided in Section 1409 of the City Charter, state, or federal law, the competitive bidding requirements of this section shall not apply in the following circumstances:*

d. Any contract for professional services; such as, but not limited to, attorneys, physicians, architects, engineers, consultants, accountant, specialized printers or other individuals or organizations possessing a high degree of professional, unique, specialized or technical skill or expertise. Selection of professional services providers shall be on the basis of demonstrated competence and professional qualifications necessary for the satisfactory performance of the services required at a fair and reasonable price."

WHEREAS, a request for proposal (RFP) for on-going bond disclosure counsel services was directly emailed to four separate potential candidates, whose names were taken from the Official Statements of past City and Successor Agency Bond issuances. The solicitation yielded only one response. The candidate was Stradling Yocca Carlson & Rauth, a Professional Corporation (Stradling). This candidate had performed excellent bond disclosure counsel services on a past bond issuance with the City for the 2021 MTA Bonds that were issued in March of 2021. This firm also participated in providing excellent legal counsel services for the Successor Agency bond refinancing which occurred in June of 2022. Therefore, this firm is being recommended to be awarded a contract to provide on-going bond disclosure counsel services for the City for a period of three (3) years.

WHEREAS, the cost for these services is Thirty-Eight-Thousand Five-Hundred Seventy Dollars ($38,570.00) to the City over a three year period, per the proposal from Stradling. A budget amendment to the FY2022-2023 City Budget is being requested for the following:

Decrease in Expenditure appropriations:

Account Code	Account Name	Amount
5000-850-000-4253	Water/Electricity	$3,848.35
3031-710-000-4300	Capital Outlay	$3,921.93
5116-710-000-4262	Other Professional Services	$1,630.96
1001-610-000-4257	Bank fees/charges	$ 873.21
1001-610-016-4257	Bank fees/charges	$2,460.67
5116-710-000-4262	Professional Services	$ 121.37
	Total:	$12,856.49

Increase in Expenditure appropriations:

Account Code	Account Name	Amount
5000-650-000-4261	Legal Services	$3,848.35
3031-650-000-4261	Legal Services	$3,921.93
5116-650-000-4261	Legal Services	$1,630.96
1001-650-000-4261	Legal Services	$ 873.21
1001-650-016-4261	Legal Services	$2,460.67
5116-650-000-4261	Legal Services	$ 121.37
	Total:	$12,856.49

A purchase order for Twelve-Thousand-Eight Hundred Fifty-Six Dollars and Forty-Nine Cents ($12,856.49) is also being requested to be authorized to be issued out of the following accounts for the first year of services to be used by the City. The firm will also be providing services to the Successor Agency of the City of Compton (Successor Agency) and a separate resolution is being requested for approval from the Board of the Successor Agency:

Account Code	Account Name	Amount
5000-650-000-4261	Legal Services	$3,848.35
3031-650-000-4261	Legal Services	$3,921.93
5116-650-000-4261	Legal Services	$ 121.37
5117-650-000-4261	Legal Services	$1,630.96
1001-650-000-4261	Legal Services	$ 873.21
1001-650-016-4261	Legal Services	$2,460.67
	Total:	$12,856.49

WHEREAS, it is recommended that the City Council adopt the attached Resolution to approve the agreement, to approve the budget amendment and to authorize the City Manager to open a purchase order to Stradling Yocca Carlson & Rauth, a Professional Corporation for On-going Bond Disclosure Counsel Services.

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

SECTION 1. That the City Manager is hereby authorized to enter into a professional services agreement with Stradling Yocca Carlson & Rauth, a Professional Corporation for On-going Bond Disclosure Counsel Services for three years in the amount not to exceed Thirty-Eight-Thousand Five-Hundred Seventy Dollars ($38,570.00).

SECTION 2. That the City's Fiscal Year 2022-2023 Budget is authorized to be amended as follows:

Decrease in Expenditure appropriations:

Account Code	Account Name	Amount
5000-850-000-4253	Water/Electricity	$3,848.35
3031-710-000-4300	Capital Outlay	$3,921.93
5116-710-000-4262	Other Professional Services	$1,630.96
1001-610-000-4257	Bank fees/charges	$ 873.21
1001-610-016-4257	Bank fees/charges	$2,460.67
5116-710-000-4262	Professional Services	$ 121.37
	Total:	$12,856.49

Increase in Expenditure appropriations:

Account Code	Account Name	Amount
5000-650-000-4261	Legal Services	$3,848.35
3031-650-000-4261	Legal Services	$3,921.93
5116-650-000-4261	Legal Services	$1,630.96
1001-650-000-4261	Legal Services	$ 873.21
1001-650-016-4261	Legal Services	$2,460.67
5116-650-000-4261	Legal Services	$ 121.37
	Total:	$12,856.49

SECTION 3. That the amount of Twelve-Thousand Eight-Hundred Fifty-Six Dollars and Forty-Nine Cents ($12,856.49) will be available in the Fiscal Year 2022-2023 Budget allocated from the following account number(s) :

Account Code	Account Name	Amount
5000-650-000-4261	Legal Services	$3,848.35
3031-650-000-4261	Legal Services	$3,921.93
5116-650-000-4261	Legal Services	$ 121.37
5117-650-000-4261	Legal Services	$1,630.96
1001-650-000-4261	Legal Services	$ 873.21
1001-650-016-4261	Legal Services	$2,460.67
	Total:	$12,856.49

SECTION 4. That a purchase order shall be issued to Stradling Yocca Carlson & Rauth, a Professional Corporation for On-going Bond Disclosure Counsel Services from the following Account Number(s) in the amount of Twelve-Thousand Eight-Hundred Fifty-Six Dollars and Forty-Nine Cents ($12,856.49).

Account Code	Account Name	Amount
5000-650-000-4261	Legal Services	$3,848.35
3031-650-000-4261	Legal Services	$3,921.93
5116-650-000-4261	Legal Services	$ 121.37
5117-650-000-4261	Legal Services	$1,630.96
1001-650-000-4261	Legal Services	$ 873.21
1001-650-016-4261	Legal Services	$2,460.67
	Total:	$12,856.49

SECTION 5. That funds will be allocated and a purchase order generated for the services provided under Stradling Yocca Carlson & Rauth, a Professional Corporation Agreement from future approved City budgets.

SECTION 6. That a copy of this Resolution shall be filed in the offices of the City Clerk, City Attorney, City Manager, and City Controller.

SECTION 7. That the Mayor shall sign and the City Clerk shall attest to the adoption of this Resolution.

ADOPTED this _____ day of _____, 2023.

_____
MAYOR OF THE CITY OF COMPTON

ATTEST:

_____
CLERK OF THE CITY OF COMPTON

STATE OF CALIFORNIA)
COUNTY OF LOS ANGELES) ss
CITY OF COMPTON)

I, Vernell McDaniel, City Clerk of the City of Compton, hereby certify that the foregoing Resolution was adopted by the City Council of the City of Compton, signed by the Mayor and attested by the City Clerk at a regular meeting thereof held on this _____ day of _____, 2023.

That said Resolution was adopted by the following vote, to wit:

AYES: COUNCILMEMBERS -
NOES: COUNCILMEMBERS -
ABSTAIN: COUNCILMEMBERS -
ABSENT: COUNCILMEMBERS -

_____
CITY CLERK OF THE CITY OF COMPTON

LIMITED OFFERING MEMORANDUM

OFFERED ONLY TO QUALIFIED INSTITUTIONAL BUYERS

NEW ISSUE **NO RATING**

BOOK-ENTRY ONLY

In the opinion of Bond Counsel, subject to the limitations and conditions described herein, interest on the Bonds (defined below) allocable to a holder thereof is exempt from present State of California personal income taxes, is excludable from gross income for federal income tax purposes, and is not an item of tax preference for purposes of the federal alternative minimum tax imposed on individuals and corporations; however, such interest is taken into account in determining adjusted current earnings for the purpose of computing the alternative minimum tax imposed on certain corporations. The opinion contains greater detail, and is subject to exceptions, as noted in "TAX MATTERS" herein.

$27,645,000
COMPTON PUBLIC FINANCE AUTHORITY
Lease Revenue Refunding Bonds
Series 2016

Dated: Date of Delivery **Due: September 1, as shown on inside cover**

The Compton Public Finance Authority Lease Revenue Refunding Bonds, Series 2016 (the "Series 2016 Bonds") are being issued to (i) to pay, redeem, advance refund and defease portions of each maturity of the Compton Public Finance Authority Lease Revenue Bonds (Refunding and Various Capital Projects) Series 2008 Bonds (the "Prior Bonds" or the "Series 2008 Bonds") and (ii) pay certain costs associated with the issuance of the Series 2016 Bonds. See "PLAN OF FINANCE" and "ESTIMATED SOURCES AND USES OF FUNDS."

Interest on the Bonds will be payable from their date of issuance on March 1 and September 1 of each year, commencing March 1, 2017.

The Series 2016 Bonds will be initially delivered in book-entry form, in authorized denominations of $100,000 and integral multiples of $5,000 in excess thereof, registered in the name of Cede & Co., as nominee of The Depository Trust Company, New York, New York ("DTC"). Principal of, redemption premium, if any, and interest on the Series 2016 Bonds will be paid by US Bank National Association, as trustee (the "Trustee"), to DTC. DTC is obligated to remit such principal and interest to its DTC Participants for disbursement to the beneficial owners of the Series 2016 Bonds. See APPENDIX F - "DTC AND THE BOOK-ENTRY ONLY SYSTEM." **The Bonds are subject to optional, extraordinary and mandatory redemption as described herein**.

The Series 2016 Bonds are being issued pursuant to a Supplemental Trust Agreement, dated as of August 1, 2016, by and between the Compton Public Finance Authority (the "Authority") and the Trustee and acknowledged by the City supplementing the Trust Agreement dated as of May 1, 2008 between the Authority and the City.

The Series 2016 Bonds are limited obligations of the Authority payable on a parity with the Prior Bonds and any Additional Bonds issued under the Trust Agreement solely from certain revenues of the Authority, consisting primarily of Base Rental Payments (as defined herein) to be made by the City to the Authority pursuant to an Amended and Restated Facility Lease, dated as of August 1, 2016 (the "Facility Lease"), between the Authority and the City. Pursuant to the Facility Lease, the City will lease the Facilities (defined herein) from the Authority. The City has covenanted in the Facility Lease to take such action as may be necessary to include Base Rental Payments in its annual budgets and to make the necessary annual appropriations therefor. The City agrees in the Facility Lease to make all Base Rental Payments, subject to abatement in the event of damage to or destruction or condemnation of all or a portion of the Facilities which results in substantial interference with the City's use and occupancy of the Facilities, except as otherwise described herein.

THE SERIES 2016 BONDS ARE LIMITED OBLIGATIONS OF THE AUTHORITY PAYABLE SOLELY FROM REVENUES AND ARE NOT SECURED BY A LEGAL OR EQUITABLE PLEDGE OF, OR CHARGE OR LIEN UPON, ANY PROPERTY OF THE AUTHORITY OR THE CITY OR ANY OF THEIR INCOME OR RECEIPTS, EXCEPT THE REVENUES (AS DESCRIBED HEREIN). NEITHER THE FULL FAITH NOR THE CREDIT OF THE AUTHORITY OR THE CITY IS PLEDGED FOR THE PAYMENT OF THE INTEREST ON OR PRINCIPAL OF THE SERIES 2016 BONDS. NEITHER THE PAYMENT OF THE PRINCIPAL OF OR INTEREST ON THE SERIES 2016 BONDS NOR THE OBLIGATION TO MAKE BASE RENTAL PAYMENTS UNDER THE FACILITY LEASE CONSTITUTES A DEBT, LIABILITY OR OBLIGATION OF THE AUTHORITY OR THE CITY FOR WHICH EITHER ENTITY IS OBLIGATED TO LEVY OR PLEDGE ANY FORM OF TAXATION OR FOR WHICH EITHER ENTITY HAS LEVIED OR PLEDGED ANY FORM OF TAXATION THE AUTHORITY HAS NO TAXING POWER. THE SERIES 2016 BONDS MAY NOT BE TRANSFERRED OR EXCHANGED EXCEPT AS PROVIDED HEREIN TO QUALIFIED INSTITUTIONAL BUYERS, AS DEFINED HEREIN.

THIS COVER PAGE CONTAINS CERTAIN INFORMATION FOR QUICK REFERENCE ONLY AND IS NOT A SUMMARY OF THE TRANSACTION. INVESTORS MUST READ THE ENTIRE LIMITED OFFERING MEMORANDUM TO OBTAIN INFORMATION ESSENTIAL TO THE MAKING OF AN INFORMED INVESTMENT DECISION.

THE SERIES 2016 BONDS ARE SUBJECT TO A SIGNIFICANT DEGREE OF RISK. THE SERIES 2016 BONDS ARE SUITABLE FOR INVESTMENT CONSIDERATION ONLY FOR THOSE PERSONS WHO ARE SOPHISTICATED AND EXPERIENCED IN THE FIELD OF LEASE REVENUE BONDS. NO RATING FOR THE SERIES 2016 BONDS HAS BEEN APPLIED FOR. SEE "THE BONDS - SECURITY AND SOURCES OF PAYMENT FOR THE SERIES 2016 BONDS," "RISK FACTORS," AND "CITY FISCAL CRISIS UPDATE" HEREIN.

THE SERIES 2016 BONDS WILL NOT BE REGISTERED UNDER THE SECURITIES ACT OF 1933, AS AMENDED, OR ANY STATE SECURITIES LAWS. THE SERIES 2016 BONDS ARE BEING OFFERED ONLY TO QUALIFIED INSTITUTIONAL BUYERS WITHIN THE MEANING OF RULE 144A UNDER THE SECURITIES ACT OF 1933, AS AMENDED. SUBSEQUENT TRANSFERS OF THE SERIES 2016 BONDS WILL BE LIMITED TO QUALIFIED INSTITUTIONAL BUYERS. SEE "RISK FACTORS – RESTRICTED PURCHASERS OF SERIES 2016 BONDS" HEREIN.

The Series 2016 Bonds are offered when, as and if executed and delivered by the City and received by the Purchaser, subject to the approval as to their legality by Butler Snow LLP Atlanta, Georgia, Bond Counsel to the City. Certain other legal matters will be passed upon for the City by the City Attorney, and by the City's Disclosure Counsel, Butler Snow LLP, Atlanta, Georgia and for the underwriter by its counsel Ballard Spahr LLP, Philadelphia, Pennsylvania. Comer Capital Group, LLC, Jackson, Mississippi, is serving as Financial Advisor for the City. It is expected that the Series 2016 Bonds will be available through the facilities of DTC in New York, New York for delivery on or about August 10, 2016.

IFS SECURITIES

Advisor Network | Capital Markets

The art of independent thinking.™

Dated August 4, 2016

General Description of the Series 2016Bonds

The Series 2016 Bonds will be delivered in fully registered form, without coupons. The Series 2016 Bonds will be registered in the name of Cede & Co., as nominee of The Depository Trust Company ("DTC"), New York, New York, securities depository of the Bonds. Purchase of the Series 2016 Bonds will be made in book-entry form only. A purchaser of the Series 2016 Bonds (the "Purchaser") will not receive a certificate representing its ownership interest in the Bonds. See "BOOK-ENTRY ONLY SYSTEM" herein. The principal of and interest on the Series 2016 Bonds will be paid in accordance with the schedule set forth on the inside cover of this Limited Offering Memorandum by the Trustee to DTC, which will in turn remit such principal and interest to the Purchaser. The Bonds will be issued on parity with the Series 2008 Bonds.

The Series 2016 Bonds are subject to redemption prior to maturity as set forth herein. See "THE SERIES 2016 BONDS" herein for more information.

Restrictions of Purchasers of Series 2016 Bonds

THE SERIES 2016 BONDS ARE BEING OFFERED AND SOLD ONLY TO "QUALIFIED INSTITUTIONAL BUYERS," AS DEFINED IN RULE 144A UNDER THE SECURITIES ACT OF 1933, AS AMENDED (THE "SECURITIES ACT"). SEE "RISK FACTORS – RESTRICTED PURCHASERS OF SERIES 2016 BONDS" AND APPENDIX G – "FORM OF INVESTOR LETTER."

Reserve Fund

Pursuant to the Trust Agreement, a reserve fund (the "Reserve Fund") is established for the benefit of the Bondholders in an amount equal to the Reserve Fund Requirement (as defined herein). Amounts on deposit in the Reserve Fund are available to pay debt service on all Outstanding Bonds, including any Additional Bonds. See "SECURITY AND SOURCES OF PAYMENT FOR THE SERIES 2016 BONDS - Reserve Fund."

Tax Exemption

In the opinion of Bond Counsel, subject to the limitations and conditions described herein, interest on the Series 2016 Bonds is exempt from present State of California personal income taxes, In the opinion of Bond Counsel, subject to the limitations and conditions described herein, interest on the Series 2016 Bonds is excludable from gross income for federal income tax purposes and is not an item of tax preference for purposes of the federal alternative minimum tax imposed on individuals and corporations; provided, however, such interest is taken into account in determining adjusted current earnings for the purpose of computing the alternative minimum tax imposed on certain corporations. The opinion of Bond Counsel contains greater detail, and is subject to exceptions, as noted in "TAX MATTERS" herein. See APPENDIX D: FORM OF OPINION OF BOND COUNSEL."

Certain Risk Factors

For a discussion of certain risk factors associated with investment in the Series 2016 Bonds, see "CERTAIN RISK FACTORS" as well as other factors discussed throughout this Offering Memorandum.

Continuing Disclosure

The City has covenanted in various Continuing Disclosure Agreements to file notices of certain events (each, a "Listed Event") with the Municipal Securities Rulemaking Board (the "MSRB") through its Electronic Municipal Market Access ("EMMA") system or as otherwise directed by the MSRB or the Securities and Exchange Commission (the "SEC").

During the period 2012 to 2015, the City has failed to timely file certain annual reports, notices of failure to file annual reports, and notices of rating changes required to be filed pursuant to continuing disclosure agreements entered into by the City and the respective dissemination agents thereunder pursuant to Rule 15c2-12(b)(5) (the "Rule") of the SEC within the past five years. The City has now adopted Post Issuance Compliance Procedures and is undertaking a process to implement those procedures in a manner that the City expects will support the timely filing of required annual reports and other filings required pursuant to a continuing disclosure agreement.

OFFERED ONLY TO QUALIFIED INSTITUTIONAL BUYERS

NEW ISSUE - BOOK-ENTRY ONLY

INSURED RATING S&P: "AA"
UNDERLYING RATING: NOT RATED
See "CONCLUDING INFORMATION—Rating" herein

In the opinion of Co-Bond Counsel, under existing laws, regulations, rulings, and judicial decisions and assuming the accuracy of certain representations and continuous compliance with certain covenants described herein, interest on the Bonds is excludable from gross income under federal income tax laws pursuant to Section 103 of the Internal Revenue Code of 1986, as amended to the date of delivery of the Bonds, and such interest is excludable from federal alternative minimum taxable income as defined in Section 55(b)(2) of the Code. Co-Bond Counsel is further of the opinion that, under existing law, interest on the Bonds is exempt from State of California personal income tax. For a more complete description, see "TAX MATTERS" herein.

$37,120,000
INDEPENDENT CITIES FINANCE AUTHORITY
(CITY OF COMPTON, CALIFORNIA)
SALES TAX REVENUE BONDS, SERIES 2021

Dated: Date of Delivery **Due: June 1 as shown on the inside front cover page**

The Independent Cities Finance Authority (City of Compton, California) Sales Tax Revenue Bonds, Series 2021 (the "Bonds"), are being issued to (i) finance the design, acquisition, and construction of certain local roadway and street improvement projects (each a "Project" and collectively, the "Projects") in the City of Compton (the "City"), (ii) fund a debt service reserve fund for the Bonds and (iii) pay the costs incurred in connection with the issuance of the Bonds.

The Bonds are payable from the Revenues, as defined herein, pledged under the Trust Agreement, as defined herein, consisting primarily of installment payments (the "Installment Sale Payments") to be made by the City to the Independent Cities Finance Authority (the "Authority") from Measure M Receipts, Measure R Receipts and Proposition C Receipts (collectively, the "Tax Revenues"), as defined herein, pursuant to an Installment Sale Agreement, as defined herein, and from certain funds held under the Trust Agreement. The City is required under the Installment Sale Agreement to make Installment Sale Payments in each fiscal year in an amount sufficient to pay the annual principal and interest due with respect to the Bonds, as described herein. See "SOURCES OF PAYMENT FOR THE BONDS" and "RISK FACTORS" herein. The Tax Revenues are the only source of payment of the Installment Sale Payments, and the City has covenanted to use the net proceeds of the Bonds to fund only Projects that constitute a Measure M Project, Measure R Project or Proposition C Project, as applicable, as described herein. Neither the general fund of the City nor any other moneys of the City are available to pay or secure the Installment Sale Payments or the Bonds.

Interest on the Bonds is payable semiannually on June 1 and December 1 of each year, commencing June 1, 2021, until maturity or earlier redemption. See "THE BONDS - General Provisions" and "THE BONDS - Redemption" herein.

Bond Insurance. The scheduled payment of principal of and interest on the Bonds when due will be guaranteed under a municipal bond insurance policy to be issued concurrently with the delivery of the Bonds by Assured Guaranty Municipal Corp. (the "Insurer"). See "BOND INSURANCE" herein.

ASSURED GUARANTY® MUNICIPAL

THE BONDS ARE PAYABLE EXCLUSIVELY FROM THE REVENUES AND OTHER FUNDS AS IS PROVIDED IN THE TRUST AGREEMENT. THE GENERAL FUND OF THE AUTHORITY IS NOT LIABLE, AND THE CREDIT OF THE AUTHORITY IS NOT PLEDGED, FOR THE PAYMENT OF THE INTEREST AND PREMIUM (IF ANY) ON OR PRINCIPAL OF THE BONDS. THE PRINCIPAL OF AND INTEREST ON THE BONDS, AND ANY PREMIUM UPON THE REDEMPTION OF ANY THEREOF, SHALL NOT BE A LEGAL OR EQUITABLE PLEDGE, CHARGE, LIEN OR ENCUMBRANCE UPON ANY PROPERTY OF THE AUTHORITY OR UPON ANY OF ITS INCOME, RECEIPTS OR REVENUES EXCEPT THE REVENUES AND OTHER FUNDS PLEDGED TO THE PAYMENT THEREOF AS PROVIDED IN THE TRUST AGREEMENT. THE AUTHORITY HAS NO TAXING POWER.

THE OBLIGATION OF THE CITY TO MAKE INSTALLMENT SALE PAYMENTS DOES NOT CONSTITUTE AN OBLIGATION OF THE CITY FOR WHICH THE CITY IS OBLIGATED TO LEVY OR PLEDGE ANY FORM OF TAXATION OR FOR WHICH THE CITY HAS LEVIED OR PLEDGED ANY FORM OF TAXATION. NEITHER THE BONDS NOR THE OBLIGATION OF THE CITY TO MAKE INSTALLMENT SALE PAYMENTS CONSTITUTES AN INDEBTEDNESS OF THE CITY, THE STATE OR ANY OF ITS POLITICAL SUBDIVISIONS OTHER THAN THE AUTHORITY WITHIN THE MEANING OF ANY CONSTITUTIONAL OR STATUTORY DEBT LIMITATION OR RESTRICTION.

THIS COVER PAGE CONTAINS CERTAIN INFORMATION FOR QUICK REFERENCE ONLY AND IS NOT A SUMMARY OF THE TRANSACTION. INVESTORS MUST READ THE ENTIRE LIMITED OFFERING MEMORANDUM TO OBTAIN INFORMATION ESSENTIAL TO THE MAKING OF AN INFORMED INVESTMENT DECISION.

THE BONDS WILL NOT BE REGISTERED UNDER THE SECURITIES ACT OF 1933, AS AMENDED, OR ANY STATE SECURITIES LAWS. THE BONDS ARE BEING OFFERED ONLY TO QUALIFIED INSTITUTIONAL BUYERS.

The Bonds are being offered when, as and if issued, subject to the approval as to their legality by Butler Snow LLP, Atlanta, Georgia, and Stradling Yocca Carlson & Rauth, A Professional Corporation, Newport Beach, California, as Co-Bond Counsel. Certain legal matters will also be passed on for the City and the Authority by Butler Snow LLP, Atlanta, Georgia, and Stradling Yocca Carlson & Rauth, A Professional Corporation, as Co-Disclosure Counsel, and by the City Attorney. Certain legal matters will be passed on for the Authority by Best Best & Krieger LLP, Riverside, California. Certain legal matters will be passed on for the Underwriter by its counsel, Nixon Peabody LLP, Los Angeles, California. It is anticipated that the Bonds will be available for delivery through the book-entry facilities of The Depository Trust Company on or about March 25, 2021 (see "APPENDIX E - THE BOOK-ENTRY SYSTEM" herein).

RAYMOND JAMES®

The date of the Limited Offering Memorandum: March 11, 2021

The Municipal Advisor

Willdan Financial Services, Temecula California, has served as municipal advisor (the "Municipal Advisor") to the Authority in connection with the Bonds. The Municipal Advisor is not obligated to undertake, and has not undertaken to make, an independent verification or to assume responsibility for the accuracy, completeness or fairness of the information contained in this Limited Offering Memorandum. The Municipal Advisor is an independent advisory firm and is not engaged in the business of underwriting, trading or distributing municipal or other public securities.

Continuing Disclosure

The Authority has determined that no financial or operating data concerning the Authority is material to any decision to purchase, hold or sell the Bonds and the Authority will not provide any such information. The City will covenant for the benefit of the Owners and beneficial owners of the Bonds to provide certain financial information and operating data relating to the City and to provide notices of the occurrence of certain enumerated events.

Pursuant to a Continuing Disclosure Agreement, dated as of March 1, 2021 (the "Continuing Disclosure Agreement"), by and between the City and Willdan Financial Services, as dissemination agent, the City has covenanted for the benefit of the holders and beneficial owners of the Bonds to provide certain financial information and operating data relating to the City (the "Annual Report") no later than March 31 of each year, commencing March 31, 2022, and to provide notices of the occurrence of certain enumerated events. Notwithstanding the foregoing, the City will file its fiscal year 2019-20 audited financial statements on the Municipal Securities Rulemaking Board through the Electronic Municipal Marketplace Access ("EMMA") website as soon as it is available. The Annual Report and the notices of enumerated events will be filed by the City or its dissemination agent on EMMA. The specific nature of the information to be contained in the Annual Report and the notice of material events is set forth in "APPENDIX C – FORM OF CONTINUING DISCLOSURE AGREEMENT" herein.

Prior Undertakings. During the past five years, the City has failed to timely file certain annual reports, notices of failure to file annual reports, and notices of rating changes required to be filed pursuant to several continuing disclosure agreements entered into by the City (the "Undertakings").

The Undertakings require the City to file annually its audited financial statements and operating data (the "Annual Reports"), and certain listed material events. The Undertakings allow for the filing of unaudited financial reports, followed by the filing of audited financials, if the audited financial report is not available on the date of the filing deadline. As discussed under "CITY OF COMPTON—City Financial Statements and Internal Controls," the City has not produced audited financial statements for Fiscal Years 2014-15 through 2016-17 and has no plans to produce audited financial statements for those years. As a result, the City filed only unaudited financial statements for Fiscal Years 2014-15, 2015-16 and 2016-17, on February 29, 2016, December 26, 2019 and December 26, 2019, respectively. Audited financial statements for Fiscal Years 2017-18 and 2018-19 were filed late on EMMA on January 9, 2020 and January 28, 2021, respectively. The City did not file any operating data as required by the respective Undertakings for its

(b) The City will prepare and file with the Trustee annually within six months after the close of each Fiscal Year or, if not then available, as soon thereafter as possible, audited financial statements of the City for the preceding Fiscal Year.

Section 5.08 Protection of Security and Rights of the Authority and the Trustee; Insurer. The City will preserve and protect the security hereof and the rights of the Authority and the Trustee to the 2021 Installment Sale Payments hereunder and will warrant and defend such rights against all claims and demands of all persons. The City further agrees to comply with the provisions of the Indenture applicable to it, including any provisions for the benefit of the Insurer.

Section 5.09 Further Assurances. The City will adopt, deliver, execute, and make any and all further assurances, instruments, and resolutions as may be reasonably necessary or proper to carry out the intention or to facilitate the performance hereof and for the better assuring and confirming unto the Authority of the rights and benefits provided to it herein.

Section 5.10 Continuing Disclosure. The City hereby covenants and agrees that it will enter into and comply with and carry out all of the provisions of the Continuing Disclosure Agreement. Notwithstanding any other provision of this 2021 Installment Sale Agreement, failure of the City to comply with the Continuing Disclosure Agreement shall not be considered an Event of Default hereunder; however, the Trustee shall, at the written request of any Participating Underwriter (as defined in the Continuing Disclosure Agreement) or the Owner of at least 25% aggregate principal amount in Outstanding Bonds, or any Owner or Beneficial Owner may take such actions as may be necessary and appropriate, including seeking specific performance by court order, to cause the City to comply with its obligations under this Section. For purposes of this Section, "Beneficial Owner" means any person which has the power, directly or indirectly, to vote or consent with respect to, or to dispose of ownership of, any Bonds (including persons holding Bonds through nominees, depositories or other intermediaries).

ARTICLE VI
EVENTS OF DEFAULT AND REMEDIES

Section 6.01 Events of Default and Acceleration of Principal. If one or more of the following "Events of Default" shall happen, that is to say --

(1) if default shall be made in the due and punctual payment of any 2021 Installment Sale Payment when and as the same shall become due and payable;

(2) if default shall be made by the City in the performance of any of the agreements or covenants contained herein required to be performed by it, and such default shall have continued for a period of 30 days after the City shall have been given notice in writing of such default by the Authority or the Trustee;

(3) if the City shall file a petition or answer seeking arrangement or reorganization under the federal bankruptcy laws or any other applicable law of the United States of America or any state therein, or if a court of competent jurisdiction shall approve a petition filed with or without the consent of the City seeking arrangement or reorganization under the federal bankruptcy laws or any other applicable law of the

NEW ISSUE — FULL BOOK-ENTRY

RATINGS: Baa2
(See "Ratings" herein)

In the opinion of Robinson & Pearman LLP, Los Angeles, California, Bond Counsel, under existing laws, regulations, rulings and judicial decisions, interest on the Bonds is exempt from personal income taxes imposed by the State of California and, assuming compliance by the City with certain covenants described herein, such interest is excluded from gross income for federal income tax purposes and is not an item of tax preference for purposes of the federal alternative minimum tax imposed on individuals and corporations, however, for the purposes of computing alternative minimum tax imposed on corporations (as defined for federal income tax purposes), such interest is taken into account in determining adjusted net book income and adjusted current earnings. See "Tax Exemption" herein.

$8,310,000
CITY OF COMPTON
(California)
SEWER REVENUE REFUNDING BONDS, SERIES 1998

Dated: June 1, 1998 **Due: September 1, as shown below**

THIS COVER PAGE CONTAINS CERTAIN INFORMATION FOR QUICK REFERENCE ONLY. IT IS NOT A SUMMARY OF THIS ISSUE. INVESTORS MUST READ THE ENTIRE OFFICIAL STATEMENT TO OBTAIN INFORMATION ESSENTIAL TO THE MAKING OF AN INFORMED INVESTMENT DECISION.

The Sewer Revenue Refunding Bond, Series 1998 (the "Bonds") will be issued by the City of Compton, California (the "City") in fully registered form only, and when issued, will be registered in the name of Cede & Co., as nominee of The Depository Trust Company, New York, New York ("DTC"). Ownership interests in the Bonds will be in denominations of $5,000 or any integral multiple thereof. Beneficial owners of the Bonds will not receive physical certificates from the City or the Trustee representing the Bonds purchased, but will receive a credit balance on the books of the participants of DTC. Interest on the Bonds is payable from the dated date semiannually on March 1 and September 1, commencing March 1, 1999 (each an "Interest Payment Date") to the registered owner of record as of the fifteenth (15th) day of the month prior to such Interest Payment Date. Principal of, premium, if any, and interest on the Bonds will be paid by U.S. Bank Trust National Association, as Trustee (the "Trustee") to DTC, which in turn is obligated to remit such principal, premium, if any, and interest to its participants for subsequent disbursement to beneficial owners of the Bonds as described herein. See "DESCRIPTION OF THE BONDS — Book-Entry Only System" herein.

The Bonds are subject to optional and mandatory redemption prior to maturity, as described herein.

The Bonds described herein are being issued by the City (i) to refinance a portion of the costs of replacing and upgrading portions of the City's sewer system (the "Sewer System") by refunding certain prior bonds of the City, (ii) to fund a Reserve Fund for the Bonds and (iii) to pay certain costs related to the issuance of the Bonds.

The Bonds are secured by certain "Pledged Revenues" which consist of sewer service charges ("Sewer Service Charges") imposed by the City upon its property owners for the use of the Sewer System minus certain operation and maintenance expenses ("Operation and Maintenance Expenses") incurred by the City in connection with the operation of the Sewer System. The City has covenanted to establish, fix, prescribe and collect Sewer Service Charges on an annual basis so that Pledged Revenues are equal to at least 1.10 times the actual debt service due in such year on the Bonds and any outstanding parity bonds. See "POSSIBLE LIMITATIONS ON IMPOSING ADDITIONAL SEWER SERVICE CHARGES" herein.

THE BONDS ARE SPECIAL OBLIGATIONS PAYABLE FROM AND SECURED SOLELY BY A PLEDGE OF THE PLEDGED REVENUES AND CERTAIN OTHER FUNDS HELD BY THE TRUSTEE AS DESCRIBED HEREIN. THE GENERAL FUND OF THE CITY IS NOT LIABLE FOR THE PAYMENT OF THE BONDS AND NEITHER THE FULL FAITH AND CREDIT NOR THE GENERAL TAXING POWER OF THE CITY OR ANY OTHER ENTITY IS PLEDGED TO PAY THE BONDS. THE PLEDGE GRANTED BY THE CITY DOES NOT CREATE A LEGAL OR EQUITABLE PLEDGE, CHARGE, LIEN, OR ENCUMBRANCE UPON ANY OF THE CITY'S PROPERTY, OR UPON ITS INCOME, RECEIPTS OR REVENUE, EXCEPT TO THE EXTENT OF THE PLEDGED REVENUES.

MATURITY SCHEDULE

Maturity Sept. 1	Principal Amount	Interest Rate	Yield	Maturity Sept. 1	Principal Amount	Interest Rate	Yield
1999	$ 75,000.00	4.200%	4.200%	2002	$205,000.00	4.400%	4.500%
2000	190,000.00	4.250	4.300	2003	215,000.00	4.500	4.600
2001	195,000.00	4.300	4.400	2004	220,000.00	4.600	4.700

$1,005,000.00 5.000% Term Bonds due September 1, 2008 — Yield 5.000%

$1,565,000.00 5.125% Term Bonds due September 1, 2013 — Yield 5.300%

$4,640,000.00 5.375% Term Bonds due September 1, 2023 — Yield 5.500%

The Bonds are being offered by the Underwriter, when, as and if issued by the City and accepted by the Underwriter, subject to an approving opinion of Robinson & Pearman LLP, Los Angeles, California, Bond Counsel, as to the validity of the Bonds and to certain other conditions. Certain legal matters will be passed upon for the City by its City Attorney. It is anticipated that the Bonds in book-entry form will be available for delivery to DTC In New York, New York on or about June 30, 1998.

THE CHAPMAN COMPANY

The date of this Official Statement is June 22, 1998.

legal matters will be passed upon for the City by its City Attorney and by Robinson & Pearman LLP as disclosure counsel. The payment of all or a portion of the fees and expenses of such counsel is contingent upon the successful completion of this financing.

Absence of Litigation

There is no action, suit or proceeding known to be pending or threatened, restraining or enjoining, the issuance of the Bonds, the Trust Agreement or Supplemental Trust Agreement or in any way contesting or affecting the validity of the foregoing, or any proceedings of the City taken with respect to any of the foregoing.

Continuing Disclosure

The City has covenanted for the benefit of the Owners and beneficial owners of the Bonds to provide certain annual financial information and operating data relating to the City by not later than February 28 of each year (the "Annual Report"), commencing with the report for the 1997-98 Fiscal Year, and to provide notices of the occurrence of certain enumerated events, if material. The Annual Report will be filed by the City with each Nationally Recognized Municipal Securities Information Repository ("NRMSIR") and with the State Depository, if any. Any notice of material events will be filed by the City with each NRMSIR and with the State Depository, if any. The specific nature of the information contained in the Annual Report or the notices of material events is set forth under the caption "APPENDIX C -- FORM OF CONTINUING DISCLOSURE AGREEMENT." These covenants have been made in order to assist the Underwriter in complying with S.E.C. Rule 15c2-12(b)(5). The Redevelopment Agency of the City (the "Agency") failed to timely file its annual report for fiscal year ended June 30, 1996 as it agreed to do so in connection with the issuance of its 1995 tax allocation bonds; the Agency filed its annual report for fiscal year ended June 30, 1996 on August 11, 1997.

Verification of Mathematical Accuracy

Grant Thornton LLP, independent accountants, upon delivery of the Bonds, will deliver a report on the mathematical accuracy of certain computations, contained in schedules provided to them on behalf of the City, relating to (a) the sufficiency of the anticipated receipts from the Government Obligations to pay, when due, the principal, whether at maturity or upon prior prepayment, interest and prepayment premium requirements of the Prior Bonds, and (b) the "yield" on the Government Obligations and on the Bonds considered by Bond Counsel in connection with the opinion rendered by such firm that the Bonds are not "arbitrage bonds" within the meaning of Section 148 of the Code. See "PLAN OF FINANCING."

Rating

Moody's Investors Service, Inc. has assigned the rating of "Baa2" to the Bonds. Such rating reflects only the views of such organization and an explanation of the significance of such ratings may be obtained from them as follows: Moody's Investors Service, Inc. 99 Church Street, New York, New York 10007. There is no assurance that such rating will continue for any given period of time or that it will not be revised downward or withdrawn entirely by the rating agency if, in the judgment of such rating agency, circumstances so warrant. Any such downward revision or withdrawal of such rating may have an adverse effect on the market price of the Bonds.

APPENDIX C

FORM OF CONTINUING DISCLOSURE AGREEMENT

This Continuing Disclosure Agreement is entered into as of the first day of June, 1998 by and among the City of Compton, California (the "City"), U.S. Bank Trust National Association, as Dissemination Agent (the "Dissemination Agent") and U.S. Bank Trust National Association, as Trustee (the "Trustee") under the below described Trust Agreement. The City, Dissemination Agent and the Trustee hereby covenant and agree as follows:

Section 1. Definitions.

Capitalized terms used herein shall have the meanings set forth below unless the context clearly requires otherwise.

"Annual Report" shall mean any Annual Report provided by the City pursuant to, and as described in, Sections 3 and 4 of this Disclosure Agreement.

"Beneficial Owner" shall mean any person which (a) has the power, directly or indirectly, to vote or consent with respect to, or to dispose of ownership of, any Bonds (including persons holding Bonds through nominees, depositories or other intermediaries), or (b) is treated as the owner of any Bonds for federal income tax purposes.

"Bonds" shall mean the $8,310,000 aggregate original principal amount of Sewer Revenue Refunding Bonds, Series 1998 issued by the City under the Trust Agreement.

"Disclosure Agreement" means this Continuing Disclosure Agreement dated as of June 1, 1998 by and between the City and the Dissemination Agent.

"Disclosure Representative" shall mean the City Manager of the City or his or her designee, or such other officer or employee as the City shall designate in writing and which has filed with the Dissemination Agent a written acceptance of such designation.

"Dissemination Agent" shall initially mean U.S. Bank Trust National Association, acting in its capacity as Dissemination Agent, or any successor Dissemination Agent designated in writing by the City and which has filed with the Trustee a written acceptance of such designation.

"Listed Events" shall mean any of the events listed in Section 5(a) of this Disclosure Agreement as a Listed Events.

"National Repository" shall mean any Nationally Recognized Municipal Securities Information Repository for purposes of the Rule and of which the City notifies the Dissemination

Agent in writing thereof. The National Repositories currently approved by the Securities and Exchange Commission are set forth in Exhibit B.

"Official Statement" shall mean the Official Statement dated June 22, 1998 prepared by the City describing the Bonds.

"Owners" shall mean the person or persons listed in the bond registry books of the Trustee acting as the Registrar under the Trust Agreement as the owners of the Bonds.

"Participating Underwriter" shall mean any of the original underwriters of the Bonds required to comply with the Rule in connection with offering of the Bonds.

"Repository" shall mean each National Repository and each State Repository.

"Rule" shall mean Rule 15c2-12(b)(5) adopted by the Securities and Exchange Commission under the Securities Exchange Act of 1934, as the same may be amended from time to time.

"State" shall mean the State of California.

"State Repository" shall mean any public or private repository or entity designated by the State as a state repository for the purpose of the Rule and recognized as such by the Securities and Exchange Commission of the United States.

"Trust Agreement" shall mean collectively, the Trust Agreement entered into as of July 1, 1993 by and between the City and U.S. Bank Trust National Association as successor trustee to Seattle-First National Bank, as Trustee as supplemented to and including the Second Supplemental Trust Agreement dated as of June 1, 1998 by and between the City and the Trustee.

Section 2. Purpose of the Disclosure Agreement. This Disclosure Agreement is being executed and delivered by the City, the Dissemination Agent and the Trustee for the benefit of the Owners and Beneficial Owners of the Bonds and in order to assist the Participating Underwriters in complying with Securities and Exchange Commission Rule 15c2-12(b)(5).

Section 3. Provision of Annual Reports.

(a) The City shall, or shall by written direction to the Dissemination Agent cause the Dissemination Agent to, not later than eight months after the end of the City's fiscal year (February 28 for fiscal years ending June 30), commencing with the report for the fiscal year ending June 30, 1999, provide to each Repository an Annual Report which is consistent with the requirements of Section 4 of this Disclosure Agreement, and shall also provide said report to any Owner of not less than 25% of the aggregate outstanding principal amount of Bonds who timely requests in writing provided to the City and the Dissemination Agent a copy of such

report at an address in the continental United States specified by such Owner. The Annual Report may be submitted as a single document or as separate comprising a package, and may include by reference other information as provided in Section 4 of this Disclosure Agreement; provided that the audited financial statements of the City may be submitted separately from the balance of the Annual Report and later than the date required above for the filing of the Annual Report if they are not available by that date. If the City's fiscal year changes, it shall give notice of such change in the same manner as for a Listed Event under Section 5(e) of this Disclosure Agreement.

(b) Not later than five (5) Business Days prior to the date specified in subsection (a) for providing the Annual Report to Repositories, the City shall provide the Annual Report to the Dissemination Agent and the Trustee (if the Trustee is not the Dissemination Agent) in a format suitable for reporting. The City shall provide a written certification with each Annual Report furnished to the Dissemination Agent and the Trustee to the effect that such Annual Report constitutes the Annual Report required to be furnished by the City hereunder. The Dissemination Agent and Trustee may conclusively rely upon such certification of the City and shall have no duty or obligation to review such Annual Report. If by such date, the Dissemination Agent has not received a copy of the Annual Report, the Dissemination Agent shall contact the City to determine if the City is in compliance with the first sentence of this subsection (b).

(c) If the Dissemination Agent requests, and the City fails to certify in writing that an Annual Report has been provided to Repositories by no later than eight months after the end of the City's fiscal year, the Dissemination Agent shall send a notice to each Repository in substantially the form attached as Exhibit A.

(d) The Dissemination Agent shall, to the extent the City has provided an Annual Report to the Dissemination Agent, file a report with the City and (if the Dissemination Agent is not the Trustee) the Trustee certifying that the Annual Report has been provided pursuant to this Disclosure Agreement, stating the date it was provided and listing all the Repositories to which it was provided.

Section 4. Content of Annual Reports. The City's Annual Report shall contain or include by reference the following:

1. The audited financial statements of the City for the prior fiscal year, prepared in accordance with generally accepted accounting principles as promulgated to apply to governmental entities from time to time by the Governmental Accounting Standards Board. If the City's audited financial statements are not available by the time the Annual Report is required to be filed pursuant to Section 3(a) hereof, the Annual Report shall contain unaudited financial statements in a format similar to the financial statements contained in the final Official Statement, and the audited financial statements shall be filed in the same manner as the Annual Report when they become available.

2. The information contained in the following tables in the final Official Statement shall be revised to reflect the prior fiscal year's actual results: (a) the table captioned "Sewer Service Charges Collected", the table captioned "Expenditures of Sewer Service Charges from Sewer Fund" and the table captioned "Projected Summary Statement of Revenues and Expenses and Debt Service Coverage" included in the section of the Official Statement under the caption "THE SEWER SYSTEM".

Any or all of the items listed above may be included by specific reference to other documents, including official statements of debt issues of the City or related public entities, which have been submitted to each of the Repositories or the Securities and Exchange Commission. If the document included by reference is a final official statement, it must be available from the Municipal Securities Rulemaking Board. The City shall clearly identify each such other document so included by reference.

Section 5. Reporting of Significant Events.

(a) Pursuant to the provisions hereof, the City shall give, or cause to be given, notice of the occurrence of any of the following events with respect to the Bonds, if material (each of which is a "Listed Event"):

1. principal and interest payment delinquencies;

2. non-payment related defaults;

3. modifications to rights to Bondholders;

4. optional, contingent or unscheduled bond calls;

5. defeasances;

6. rating changes;

7. adverse tax opinions or events adversely affecting the tax-exempt status of the Bonds;

8. unscheduled draws on the debt service reserves reflecting financial difficulties;

9. unscheduled draws on credit enhancements reflecting financial difficulties;

10. substitution of credit or liquidity providers, or their failure to perform;

11. release, substitution or sale of property securing repayment of the Bonds; and

12. voter rejection of an increase in Sewer Service Charges (defined in the Trust Agreement) or successful litigation which precludes the City from increasing its Sewer Service Charges, in either case if the increase was intended to comply with

the covenant in the Trust Agreement that Pledged Revenues equal at least 1.10 times annual debt service.

(b) The Trustee shall, promptly after obtaining actual knowledge of the occurrence of any of the Listed Events, contact the Disclosure Representative of the City, inform such person of the event, and request that the City promptly notify the Dissemination Agent in writing whether or not to report the event. For purposes of this Disclosure Agreement, "actual knowledge" of the occurrence of such Listed Events shall mean actual knowledge by a responsible officer at the corporate trust office of the Trustee with regular responsibility for providing trustee services for the Bonds. Failure of the Trustee to so notify the Disclosure Representative shall not relieve the City of its duties pursuant to Sections 5(c) and (d) hereof.

(c) Whenever the City obtains knowledge of the occurrence of a Listed Event, whether because of a notice from the Trustee or otherwise, the City shall, within five (5) Business Days, determine if such event would be material under applicable federal securities laws.

(d) If the City has determined that knowledge of the occurrence of a Listed Event would be material under applicable federal securities laws, the City shall promptly notify the Dissemination Agent in writing. Such notice shall instruct the Dissemination Agent to report the occurrence and shall include the information needed by the Dissemination Agent to make such report. If in response to a request from the Trustee, the City determines that the Listed Event would not be material under applicable federal securities laws, the City shall so notify the Dissemination Agent (and the Trustee if the Trustee is not the Dissemination Agent) in writing and instruct the Dissemination Agent not to report the occurrence.

(e) If the Dissemination Agent has been instructed by the City to report the occurrence of a Listed Event, the Dissemination Agent shall file a notice of such occurrence with the Municipal Securities Rulemaking Board and the State Repository. Notwithstanding the foregoing, notice of Listed Events described in clauses (4) and (5) need not be given any earlier than the notice (if any) of the underlying event is given to Owners of affected Bonds pursuant to the Trust Agreement.

(f) The Dissemination Agent may conclusively rely upon the determination of the City as to the materiality of an event (including a Listed Event).

Section 6. Termination of Reporting Obligation.

The City's obligations under the Disclosure Agreement shall terminate upon the legal defeasance, prior redemption or payment in full of all the Bonds. If such termination occurs prior to the final maturity of the Bonds, the City shall give notice of such termination in the same manner as for a Listed Event.

Section 7. Dissemination Agent.

The City may, from time to time, appoint or engage a Dissemination Agent to assist it in carrying out its obligations under the Disclosure Agreement, and may discharge any such Dissemination Agent, with or without appointing a successor Dissemination Agent. The Dissemination Agent shall not be responsible in any manner for the content of any notice or report prepared by the City pursuant to the Disclosure Agreement. The Dissemination Agent may resign by providing thirty days written notice to the City and the Trustee. The Dissemination Agent shall have no duty to prepare any information report nor shall the Dissemination Agent be responsible for filing any report not provided to it by the City in a timely manner and in a form suitable for filing.

Section 8. Amendment; Waiver.

Notwithstanding any other provision of the Disclosure Agreement, the City and the Trustee may amend the Disclosure Agreement (and the Trustee shall agree to any amendment so requested by the City), provided, neither the Trustee or the Dissemination City shall be obligated to enter into any such amendment that modifies or increases its duties or obligations hereunder and any provision of the Disclosure Agreement may be waived, provided that the following conditions are satisfied:

(a) If the amendment or waiver relates to the provisions relating to the filing of an Annual Report or the giving of notice of a Listed Event as set forth in Sections 3(a), 4 or 5(a) hereof, it may only be made in connection with a change in circumstances that arises from a change in legal requirements, change in law, or change in the identity, nature or status of an obligated person with respect to the Bonds, or the type of business conducted;

(b) The undertaking, as amended or taking into account such waiver, would, in the opinion of nationally recognized bond counsel, have complied with the requirements of the Rule at the time of the original issuance of the Bonds, after taking into account any amendments or interpretations of the Rule, as well as any change in circumstances; and

(c) The amendment or waiver either (i) is approved by the Owners of the Bonds in the same manner as provided in the Agreement for amendments to the Agreement with the consent of Owners, or (ii) does not, in the opinion of nationally recognized bond counsel, materially impair the interests of the Owners or Beneficial Owners of the Bonds.

In the event of any amendment or waiver of a provision of this Disclosure Agreement, the City shall describe such amendment in the next Annual Report, and shall include, as applicable, a narrative explanation of the reason for the amendment or waiver and its impact on the type (or, in the case of a change of accounting principles, on the presentation) of financial information or operating data being presented by the City. In addition, if the amendment relates to the accounting principles to be followed in preparing financial statements, (i) notice of such change shall be given in the same manner as for a Listed Event under Section 5(d) hereof, and (ii) the

Annual Report for the year in which the change is made should present a comparison (in narrative form and also, if feasible, in quantitative form) between the financial statements as prepared on the basis of the new accounting principles and those prepared on the basis of the former accounting principles.

Section 9. Additional Information.

Nothing in the Disclosure Agreement shall be deemed to prevent the City from disseminating any other information, using the means of dissemination set forth in the Disclosure Agreement or any other means of communication, or including any other information in any Annual Report or notice of occurrence of a Listed Event, in addition to that which is required by the Disclosure Agreement. If the City chooses to include any information in any Annual Report or notice of occurrence of a Listed Event in addition to that which is specifically required by the Disclosure Agreement, the City shall have no obligation under the Disclosure Agreement to update such information or include it in any future Annual Report or notice of occurrence of a Listed Event.

Section 10. Default.

In the event of a failure of the City, the Dissemination Agent or the Trustee to comply with any provision of the Disclosure Agreement, any Owner or Beneficial Owner of the Bonds or any Participating Underwriter may take such actions as may be necessary and appropriate, including seeking mandate or specific performance by court order, to cause the City, the Dissemination Agent or Trustee, as the case may be, to comply with its obligations under this Disclosure Agreement. A default under this Disclosure Agreement shall not be deemed an Event of Default under the Trust Agreement, and the sole remedy under the Disclosure Agreement in the event of any failure of the City, the Dissemination Agent or the Trustee to comply with the Disclosure Agreement shall be an action to compel performance. Such a failure must be reported in accordance with the Rule and must be considered by any broker, dealer or municipal securities dealer before recommending the purchase or sale of the Bonds in the secondary market. Consequently, such a failure may adversely affect the transferability and liquidity of the Bonds and their market price.

Section 11. Duties, Immunities and Liabilities of Trustee and Dissemination Agent. The Dissemination Agent and the Trustee shall have only such duties as are specifically set forth in this Disclosure Agreement, and the City agrees to indemnify and save the Dissemination Agent and the Trustee, their officers, directors, employees and agents, harmless against any loss, expense and liabilities which they may incur arising out of or in the exercise or performance of their powers and duties hereunder, including the costs and expenses (including attorneys' fees) of defending against any claim of liability, but excluding liabilities due, as applicable, to the Dissemination Agent's or Trustee's negligence or wilful misconduct. The obligations of the City under this Section 11 shall survive resignation or removal of the Dissemination Agent and payment of the Bonds.

Section 12. Compensation. The Dissemination Agent and the Trustee shall be paid compensation by the City for its services provided hereunder in accordance with its schedule of fees as amended from time to time and all expenses, legal fees, costs, and advances incurred by the Dissemination Agent hereunder, which compensation and expenses shall be separate from its fees and expenses as Trustee. The Dissemination Agent shall have no duty or obligation to review any information provided to it hereunder and shall not be deemed to be acting in any fiduciary capacity for the City, the Bondholders or any other party.

Section 13. Notices. Any notices or communications to or among any of the parties to this Disclosure Agreement may be given as follows:

To the City:

The City of Compton, California
205 South Willowbrook Avenue
Compton, California 90220
Attention: City Manager
Telephone: (310) 605-5585
FAX: (310) 631-0322

To the Trustee and Dissemination Agent:

U.S. Bank Trust National Association
601 Union Street
Suite 2120
Seattle, Washington 98101
Attention: Carolyn Whalen
Telephone: (206) 461-4127
FAX: (206) 461-4175

Any person may, by written notice to the other persons listed above, designate a different address or telephone number(s) to which subsequent notices of communications should be sent.

Section 14. Beneficiaries. This Disclosure Agreement shall inure solely to the benefit of the City, the Dissemination Agent, the Trustee, the Participating Underwriters and the Owners and Beneficial Owners from time to time of the Bonds, and shall create no rights in any other person or entity.

Section 15. Merger. Any person succeeding to all or substantially all of the Dissemination Agent's corporate trust business shall be the successor Dissemination Agent without the filing or execution of any paper or further act.

Section 16. Counterparts. This Disclosure Agreement may be executed in several counterparts, each of which shall be an original and all of which shall constitute but one and the same instrument.

Dated: June 1, 1998

THE CITY OF COMPTON, CALIFORNIA

By: _____

Approved as to Form:
Legrand Clegg, City Attorney

By: _____

U.S. BANK TRUST NATIONAL ASSOCIATION,
as Dissemination Agent

By: _____
Title: _____

U.S. BANK TRUST NATIONAL ASSOCIATION,
as Trustee

By: _____
Title: _____

EXHIBIT A

NOTICE TO REPOSITORIES OF FAILURE TO FILE ANNUAL REPORT

Name of City: The City of Compton, California (the "City")

Name of Bond Issue: Sewer Revenue Refunding Bonds, Series 1998

Date of Issuance: _____

NOTICE IS HEREBY GIVEN that the City has not provided an Annual Report with respect to the above-named Bonds as required by the Continuing Disclosure Agreement dated June 1, 1998, among the City, U.S. Bank Trust National Association, as Trustee and U.S. Bank Trust National Association, as the Dissemination Agent. [The City anticipates that the Annual Report will be filed by _____.]

Dated: _____

U.S. BANK TRUST NATIONAL ASSOCIATION,
as Dissemination Agent

By: _____

cc: City

NEW ISSUE—FULL BOOK-ENTRY **RATING: Standard & Poor's: "A"**
(See "Ratings" herein.)

In the opinion of Orrick, Herrington & Sutcliffe LLP, Bond Counsel to the City, based upon an analysis of existing laws, regulations, rulings and court decisions, and assuming, among other matters, the accuracy of certain representations and compliance with certain covenants, interest on the Series 2009 Bonds is excluded from gross income for federal income tax purposes under Section 103 of the Internal Revenue Code of 1986 and is exempt from State of California personal income taxes. In the further opinion of Bond Counsel, interest on the Series 2009 Bonds is not a specific preference item for purposes of the federal individual or corporate alternative minimum taxes, nor is it included in adjusted current earnings when calculating corporate alternative minimum taxable income. Bond Counsel expresses no opinion regarding any other tax consequences related to the ownership or disposition of, or the accrual or receipt of interest on, the Series 2009 Bonds. See "TAX MATTERS" within.

$18,710,000
CITY OF COMPTON, CALIFORNIA
(Los Angeles County, California)
Sewer Revenue Bonds, Series 2009

Dated: Date of Delivery Due: September 1, as shown on inside front cover

This cover page contains certain information for reference only. It is not a summary of this issue. Investors must read the entire Official Statement to obtain information essential to the making of an informed investment decision.

The City of Compton Sewer Revenue Bonds, Series 2009 (the "Series 2009 Bonds") are being issued to provide funds to: (i) pay for certain capital costs of the City's Sewer System, (ii) provide for the deposit to the Reserve Fund for the Series 2009 Bonds, (iii) pay the costs of issuing the Series 2009 Bonds, and (iv) pay interest on the Series 2009 Bonds through March 1, 2011, as more fully described herein.

The Series 2009 Bonds will be payable as to interest on March 1 and September 1 of each year, commencing March 1, 2010. The Series 2009 Bonds will be issued in book-entry form only, and will be initially issued and registered in the name of Cede & Co., as nominee of The Depository Trust Company, New York, New York ("DTC"), which will act as securities depository for the Series 2009 Bonds. Purchasers will not receive certificates representing their interests in the Series 2009 Bonds. Payments of principal of and interest on the Series 2009 Bonds will be made by U.S. Bank National Association, Seattle, Washington, as Trustee, to DTC for subsequent disbursement to DTC Participants who will remit such payments to the beneficial owners of the Series 2009 Bonds. See APPENDIX G - "BOOK-ENTRY SYSTEM" herein.

The Series 2009 Bonds are subject to redemption prior to maturity as described herein. See "THE BONDS — Redemption" herein.

Principal of, redemption premium, if any, and interest on the Series 2009 Bonds are secured by and payable from a lien on and pledge of Pledged Revenues, primarily consisting of charges, income and receipts derived by the City from the ownership and operation of the City's wastewater collection and delivery system, after deducting maintenance and operation costs of the Sewer System. See "PLAN OF FINANCE" herein. The City may in the future issue additional bonds and other indebtedness secured by and payable on a parity with the Series 2009 Bonds. See "SECURITY AND SOURCES OF PAYMENT FOR THE BONDS" herein.

THE SERIES 2009 BONDS DO NOT CONSTITUTE AN INDEBTEDNESS OF THE CITY WITHIN THE MEANING OF ANY CONSTITUTIONAL OR STATUTORY DEBT LIMITATION OR RESTRICTION, AND THE CITY IS NOT OBLIGATED TO LEVY ANY AD VALOREM TAXES THEREFOR OR TO USE ANY OTHER FUNDS OF THE CITY OTHER THAN PLEDGED REVENUES TO PAY THE PRINCIPAL OF, REDEMPTION PREMIUM, IF ANY, AND INTEREST ON THE SERIES 2009 BONDS. NEITHER THE FAITH AND CREDIT NOR THE TAXING POWER OF THE CITY IS PLEDGED TO THE PAYMENT OF THE PRINCIPAL, REDEMPTION PREMIUM, IF ANY, OR INTEREST ON THE SERIES 2009 BONDS.

The Series 2009 Bonds will be offered when, as and if issued by the City and received by the Underwriter, subject to the approval of validity by Orrick, Herrington & Sutcliffe LLP, Bond Counsel. Certain matters will be passed upon for the City by the City Attorney of the City of Compton and by Orrick, Herrington & Sutcliffe LLP, as Disclosure Counsel. The Series 2009 Bonds, in book-entry form, will be available for delivery through The Depository Trust Company in New York, New York on or about June 4, 2009.

Grigsby & Associates, Inc.

Dated: May 20, 2009.

Various legal actions are pending against the City. The aggregate amount of the uninsured liabilities of the City which may result from all legal claims currently pending against it will not, in the opinion of the City, materially affect the finances of the Sewer System.

FINANCIAL ADVISOR

The City has retained Fieldman, Rolapp & Associates, Irvine, California as financial advisor (the "Financial Advisor") to the City in connection with the issuance of the Bonds. The Financial Advisor is an independent advisory firm and is not engaged in the business of underwriting, trading or distributing municipal securities or negotiable instruments.

APPROVAL OF LEGAL PROCEEDINGS

All legal matters incident to the authorization, issuance and sale of the Series 2009 Bonds are subject to the approval of Orrick, Herrington & Sutcliffe LLP, San Francisco, California, Bond Counsel to the City. The form of approving opinion of Bond Counsel is included as Appendix E to this Official Statement and the approving opinion will be delivered with the Series 2009 Bonds. Bond Counsel undertakes no responsibility for the accuracy, completeness or fairness of this Official Statement. Certain legal matters will be passed upon for the City by the City Attorney and by Orrick, Herrington & Sutcliffe LLP, San Francisco, California, Disclosure Counsel. All of the fees of Bond Counsel and Disclosure Counsel with regard to the delivery of the Series 2009 Bonds are contingent upon the issuance and delivery of the Series 2009 Bonds.

FINANCIAL STATEMENTS

The City's financial statements for the fiscal year ending June 30, 2008, included in Appendix C hereto, have been audited by Macias, Gini & O'Connell LLP certified public accountants, as stated in their report appearing in Appendix C hereto. See APPENDIX C: "EXCERPTS FROM THE AUDITED FINANCIAL STATEMENTS OF THE CITY FOR THE YEAR ENDED JUNE 30, 2008." The audited financial statements attached hereto, including the footnotes thereto, should be reviewed in their entirety. Macias, Gini & O'Connell LLP has not consented to the inclusion of its report as Appendix C and has not undertaken to update its report or to take any action intended or likely to elicit information concerning the accuracy, completeness or fairness of the statements made in this Official Statement, and no opinion is expressed by Macias, Gini & O'Connell LLP with respect to any event subsequent to its report dated April 20, 2009.

CONTINUING DISCLOSURE

The City has covenanted for the benefit of the holders and beneficial owners of the Series 2009 Bonds to provide certain financial information and operating data relating to the Sewer System by not later than nine months following the end of the City's Fiscal Year (presently June 30) (the "Annual Report"), commencing with the report for Fiscal Year 2008-09, and to provide notices of the occurrence of certain enumerated events, if material. The Annual Report will be filed by the City with the Municipal Securities Rulemaking Board or any other entity designated or authorized by the SEC. Notices of material events will be filed by the City with the Municipal Securities Rulemaking Board. The specific nature of the information to be contained in the Annual Report and the notices of material events is set forth in APPENDIX F: "PROPOSED FORM OF CONTINUING DISCLOSURE AGREEMENT" hereto. These covenants have been made in order to assist the Underwriter in complying with S.E.C. Rule 15c2-12(b)(5).

APPENDIX F

PROPOSED FORM OF CONTINUING DISCLOSURE AGREEMENT

This Continuing Disclosure Agreement (the "Disclosure Agreement") is executed and delivered by the CITY OF COMPTON, California (the "City"), and U.S. BANK NATIONAL ASSOCIATION, as trustee (the "Trustee") and as dissemination agent (the "Dissemination Agent") in connection with the execution and delivery of the City's Sewer Revenue Bonds, Series 2009 (the "Bonds"). The Bonds are being executed and delivered pursuant to a Master Trust Agreement dated as of July 1, 1993 (the "Master Trust Agreement") by and between the City and Trustee, as successor trustee, as previously amended and supplemented, and as amended and supplemented by a Third Supplemental Trust Agreement, dated as of June 1, 2009 (the "Third Supplemental Trust Agreement", and together with the Master Trust Agreement, as previously supplemented, the "Trust Agreement"), between the City and the Trustee. The City, the Trustee and the Dissemination Agent covenant and agree as follows:

SECTION 1. Purpose of the Disclosure Agreement. This Disclosure Agreement is being executed and delivered by the City, the Trustee and the Dissemination Agent for the benefit of the Owners and Beneficial Owners of the Bonds and in order to assist the Participating Underwriters in complying with Securities and Exchange Commission ("S.E.C.") Rule 15c2-12(b)(5).

SECTION 2. Definitions. In addition to the definitions set forth in the Trust Agreement, which apply to any capitalized term used in this Disclosure Agreement unless otherwise defined in this Section, the following capitalized terms shall have the following meanings:

"Annual Report" shall mean any Annual Report provided by the City pursuant to, and as described in, Sections 3 and 4 of this Disclosure Agreement.

"Beneficial Owner" shall mean any person which has or shares the power, directly or indirectly, to make investment decisions concerning the ownership of any Bonds (including persons holding Bonds through nominees, depositories or other intermediaries).

"Disclosure Representative" shall mean the City Manager of the City, or such other officer or employee as the City shall designate in writing to the Trustee from time to time.

"Dissemination Agent" shall mean the Trustee, or any successor Dissemination Agent which may be designated in writing by the City and which has filed with the Trustee a written acceptance of such designation.

"Listed Events" shall mean any of the events listed in Section 5(a) of this Disclosure Agreement.

"Participating Underwriter" shall mean any of the original underwriters of the Bonds required to comply with the Rule in connection with offering of the Bonds.

"Repository" shall mean the Municipal Securities Rulemaking Board or any other entity designated or authorized by the SEC to receive reports pursuant to the Rule.

"Rule" shall mean Rule 15c2-12(b)(5) adopted by the Securities and Exchange Commission under the Securities Exchange Act of 1934, as the same may be amended from time to time.

"State" shall mean the State of California.

SECTION 3. Provision of Annual Reports.

(a) The City shall, or shall cause the Dissemination Agent to, not later than nine months after the end of the City's Fiscal Year (presently June 30), commencing with the report for the 2008-09 Fiscal Year, provide to each Repository an Annual Report which is consistent with the requirements of Section 4 of this Disclosure Agreement. The Annual Report must be submitted in electronic format, accompanied by such identifying information as is prescribed by the Repository, and may cross-reference other information as provided in Section 4 of this Disclosure Agreement; provided that the audited financial statements of the City may be submitted separately from the balance of the Annual Report and later than the date required above for the filing of the Annual Report if they are not available by that date. If the City's fiscal year changes, it shall give notice of such change in the same manner as for a Listed Event under Section 5.

(b) Not later than five (5) Business Days prior to such date, the City shall provide the Annual Report to the Dissemination Agent and the Trustee (if the Trustee is not the Dissemination Agent); provided, however, that the City may distribute the Annual Report itself after providing written notice to the Trustee and the Dissemination Agent. If by such date, the Dissemination Agent has not received a copy of the Annual Report, the Dissemination Agent shall notify the City of such failure to receive the Annual Report. The City shall provide a written certification with each Annual Report furnished to the Dissemination Agent and the Trustee to the effect that such Annual Report constitutes the Annual Report required to be furnished by it hereunder. The Dissemination Agent and the Trustee may conclusively rely upon such certification of the City and shall have no duty or obligation to review such Annual Report.

(c) If the Dissemination Agent is unable to verify that an Annual Report has been provided by the date required in subsection (a), the Dissemination Agent shall send a notice to the Repository, in substantially the form attached as Exhibit A.

(d) The Dissemination Agent shall:

(i) determine each year prior to the date for providing the Annual Report the name and address of each National Repository and the State Repository, if any; and

(ii) to the extent the City has provided the Annual Report to the Dissemination Agent, file a report with the City and (if the Dissemination Agent is not the Trustee) the Trustee certifying that the Annual Report has been provided pursuant to this Disclosure Agreement, stating the date it was provided.

SECTION 4. Content of Annual Reports. The City's Annual Report shall contain or include by reference the following:

1. The City's Comprehensive Annual Financial Report, including the audited financial statements for the prior Fiscal Year, which audited financial statements shall be prepared in accordance with generally accepted accounting principles as promulgated to apply to governmental entities from time to time by the Governmental Accounting Standards Board. If the City's audited financial statements are not available by the time the Annual Report is required to be filed pursuant to Section 3(a), the Annual Report shall contain unaudited financial statements in a format similar to the financial statements contained in the final Official Statement, and the audited financial statements shall be filed in the same manner as the Annual Report when they become available.

2. Any or all of the items listed above may be included by specific reference to other documents, including the City's Comprehensive Annual Financial Report, official statements of debt

issues of the City or related public entities, which have been filed with the Repository. If the document included by reference is a final official statement, it must be available from the Repository. The City shall clearly identify each such other document so included by reference.

SECTION 5. Reporting of Significant Events.

(a) Pursuant to the provisions of this Section 5, the City shall give, or cause to be given, notice of the occurrence of any of the following events with respect to the Bonds, if material:

1. principal and interest payment delinquencies;

2. non-payment related defaults;

3. modifications to rights of Bondholders;

4. optional, contingent or unscheduled bond calls;

5. defeasances;

6. rating changes;

7. adverse tax opinions or events adversely affecting the tax-exempt status of the Bonds;

8. unscheduled draws on the debt service reserves reflecting financial difficulties;

9. unscheduled draws on credit enhancements reflecting financial difficulties;

10. substitution of credit or liquidity providers or their failure to perform;

11. release, substitution or sale of property securing repayment of the Bonds.

(b) The Trustee shall, promptly upon obtaining actual knowledge of the occurrence of any of the Listed Events (with no obligation to determine the materiality thereof), contact the Disclosure Representative, inform such person of the event, and request that the City promptly notify the Trustee in writing whether or not to report the event pursuant to subsection (f); provided that, failure by the Trustee to so notify the Disclosure Representative and make such request shall not relieve the City of its duty to report Listed Events as required by this Section 5. For the purpose of this Disclosure Agreement "actual knowledge" means actual knowledge at the corporate trust office of the Trustee by an officer of the Trustee with responsibility for matters related to the administration of the Trust Agreement. Whenever the City obtains knowledge of the occurrence of a Listed Event, the City shall as soon as possible determine if such event would be material under applicable federal securities laws.

(c) Whenever the City obtains knowledge of the occurrence of a Listed Event, whether because of a notice from the Trustee pursuant to subsection (b) or otherwise, the City shall within five (5) Business Days determine if such event would be material under applicable federal securities laws.

(d) If the City has determined that knowledge of the occurrence of a Listed Event would be material under applicable federal securities laws, the City shall promptly notify the Dissemination Agent in writing. Such notice shall instruct the Dissemination Agent to report the occurrence pursuant to subsection (f).

(e) If in response to a request under subsection (b), the City determines that the Listed Event would not be material under applicable federal securities laws, the City shall so notify the Dissemination Agent in writing and instruct the Dissemination Agent not to report the occurrence.

(f) If the Dissemination Agent has been instructed by the City to report the occurrence of a Listed Event, the Trustee shall promptly file a notice of such occurrence each National Repository or with the Repository. Notwithstanding the foregoing, notice of Listed Events described in subsections (a)(4) and (5) need not be given under this subsection any earlier than the notice (if any) of the underlying event is given to Owners of affected Bonds pursuant to the Trust Agreement.

(g) The Trustee may conclusively rely on an opinion of counsel that the City's instructions to the Dissemination Agent under this Section 5 comply with the requirements of the Rule.

SECTION 6. Termination of Reporting Obligation. Each party's obligations under this Disclosure Agreement shall terminate (a) upon the legal defeasance, prior redemption or payment in full of all of the Bonds or (b) if, in the opinion of nationally recognized bond counsel, the City ceases to be an "obligated person" (within the meaning of the Rule) with respect to the Bonds or the Bonds otherwise cease to be subject to the requirements of the Rule. If such termination occurs prior to the final maturity of the Bonds, the City shall give notice of such termination in the same manner as for a Listed Event under Section 5(c).

SECTION 7. Dissemination Agent. The City may, from time to time, appoint or engage a Dissemination Agent to assist it in carrying out its obligations under this Disclosure Agreement, and may discharge any such Agent, with or without appointing a successor Dissemination Agent. The Dissemination Agent may resign by providing thirty days written notice to the City. The Dissemination Agent shall not be responsible in any manner for the content of any notice or report prepared by the City pursuant to this Disclosure Agreement. If at any time there is not any other designated Dissemination Agent, the Trustee shall be the Dissemination Agent. The initial Dissemination Agent shall be U.S. Bank National Association

SECTION 8. Amendment; Waiver. Notwithstanding any other provision of this Disclosure Agreement, the City, the Trustee and the Dissemination Agent may amend this Disclosure Agreement, (and the Trustee and the Dissemination Agent shall agree to any amendment so requested by the City, provided such amendment does not impose any greater duties, nor risk of liability, on the Trustee or the Dissemination Agent, as the case may be), and any provision of this Disclosure Agreement may be waived, provided that the following conditions are satisfied:

(a) If the amendment or waiver relates to the provisions of Sections 3(a), 4 or 5(a), it may only be made in connection with a change in circumstances that arises from a change in legal requirements, change in law, or change in the identity, nature or status of an obligated person with respect to the Bonds, or the type of business conducted;

(b) The undertaking, as amended or taking into account such waiver, would, in the opinion of nationally recognized bond counsel, have complied with the requirements of the Rule at the time of the original issuance of the Bonds, after taking into account any amendments or interpretations of the Rule, as well as any change in circumstances; and

(c) The amendment or waiver either (i) is approved by the Owners of the Bonds in the same manner as provided in the Trust Agreement for amendments to the Trust Agreement with the consent of Owners, or (ii) does not, in the opinion of nationally recognized bond counsel, materially impair the interests of the Owners or Beneficial Owners of the Bonds.

In the event of any amendment or waiver of a provision of this Disclosure Agreement, the City shall describe such amendment in the next Annual Report, and shall include, as applicable, a narrative explanation of the reason for the amendment or waiver and its impact on the type (or in the case of a change of accounting principles, on the presentation) of financial information or operating data being presented by the City. In addition, if the amendment relates to the accounting principles to be followed in preparing financial statements, (i) notice of such change shall be given in the same manner as for a Listed Event under Section 5(c), and (ii) the Annual Report for the year in which the change is made should present a comparison (in narrative form and also, if feasible, in quantitative form) between the financial statements as prepared on the basis of the new accounting principles and those prepared on the basis of the former accounting principles.

SECTION 9. Additional Information. Nothing in this Disclosure Agreement shall be deemed to prevent the City from disseminating any other information, using the means of dissemination set forth in this Disclosure Agreement or any other means of communication, or including any other information in any Annual Report or notice of occurrence of a Listed Event, in addition to that which is required by this Disclosure Agreement. If the City chooses to include any information in any Annual Report or notice of occurrence of a Listed Event in addition to that which is specifically required by this Disclosure Agreement, the City shall have no obligation under this Disclosure Agreement to update such information or include it in any future Annual Report or notice of occurrence of a Listed Event.

SECTION 10. Electronic Filing. Submission of Annual Reports and notices of Listed Events to DisclosureUSA.org or another "Central Post Office" designated and accepted by the S.E.C. shall constitute compliance with the requirement of filing such reports and notices with each National Repository and any State Repository hereunder.

SECTION 11. Default. In the event of a failure of the City, the Trustee or the Dissemination Agent to comply with any provision of this Disclosure Agreement, any Owner or Beneficial Owner of the Bonds may take such actions as may be necessary and appropriate, including seeking mandate or specific performance by court order, to cause the City, the Trustee or the Dissemination Agent to comply with its obligations under this Disclosure Agreement. A default under this Disclosure Agreement shall not be deemed an Event of Default under the Trust Agreement, and the sole remedy under this Disclosure Agreement in the event of any failure of the City, the Trustee or the Dissemination Agent to comply with this Disclosure Agreement shall be an action to compel performance.

SECTION 12. Duties, Immunities and Liabilities of Trustee and Dissemination Agent. Article VIII of the Trust Agreement is hereby made applicable to this Disclosure Agreement as if this Disclosure Agreement were (solely for this purpose) contained in the Trust Agreement. The Dissemination Agent shall be entitled to the protections and limitations from liability afforded to the Trustee thereunder. The Dissemination Agent and the Trustee shall have only such duties as are specifically set forth in this Disclosure Agreement, and the City, to the extent permitted by law, agrees to indemnify and save the Dissemination Agent, its officers, directors, employees and agents, harmless against any loss, expense and liabilities which it may incur arising out of or in the exercise or performance of its powers and duties hereunder, including the costs and expenses (including attorneys fees) of defending against any claim of liability, but excluding liabilities due to the Dissemination Agent's or the Trustee's negligence or willful misconduct. The Dissemination Agent shall be paid compensation by the City for its services provided hereunder in accordance with its schedule of fees as amended from time to time and all expenses, legal fees and advances made or incurred by the Dissemination Agent in the performance of its duties hereunder. Any company succeeding to all or substantially all of the Dissemination Agent's corporate trust business shall be the successor to the Dissemination Agent hereunder without the execution or filing of any paper or any further act. The obligations of the City under this Section shall survive resignation or removal of the Dissemination Agent and payment of the Bonds.

SECTION 13. Notices. Any notices or communications to or among any of the parties to this Disclosure Agreement may be given as follows:

To the City:	City of Compton 205 South Willowbrook Avenue Compton, CA 90220 Attention: City Manager and City Attorney
To the Trustee and Dissemination Agent:	U.S. Bank National Association 1420 5th Avenue, 7th Floor Seattle, WA 98101 Attention: Corporate Trust Services

Any person may, by written notice to the other persons listed above, designate a different address or telephone number(s) to which subsequent notices or communications should be sent.

SECTION 14. Beneficiaries. This Disclosure Agreement shall inure solely to the benefit of the City, the Dissemination Agent, the Participating Underwriters and Owners and Beneficial Owners from time to time of the Bonds, and shall create no rights in any other person or entity.

Date: _____, 2009

CITY OF COMPTON

By _____
City Manager

U.S. BANK NATIONAL ASSOCIATION, as Trustee and Dissemination Agent

By _____
Authorized Officer

EXHIBIT A

FORM OF NOTICE TO REPOSITORY OF FAILURE TO FILE ANNUAL REPORT

Name of Obligated Person:	City Manager City of Compton, California
Name of Issue:	City of Compton, California Sewer Revenue Bonds, Series 2009
Date of Issuance:	_____, 2009

NOTICE IS HEREBY GIVEN that the City of Compton, California, has not provided an Annual Report with respect to the above-named Bonds as required by Section 3 hereof. The City anticipates that the Annual Report will be filed by _____.

Dated:_____

U.S. BANK NATIONAL ASSOCIATION

By _____
Title _____

NEW ISSUE—FULL BOOK-ENTRY **RATING: Standard & Poor's: "A"**
(See "Ratings" herein.)

In the opinion of Orrick, Herrington & Sutcliffe LLP, Bond Counsel to the City, based upon an analysis of existing laws, regulations, rulings and court decisions, and assuming, among other matters, the accuracy of certain representations and compliance with certain covenants, interest on the Series 2009 Bonds is excluded from gross income for federal income tax purposes under Section 103 of the Internal Revenue Code of 1986 and is exempt from State of California personal income taxes. In the further opinion of Bond Counsel, interest on the Series 2009 Bonds is not a specific preference item for purposes of the federal individual or corporate alternative minimum taxes, nor is it included in adjusted current earnings when calculating corporate alternative minimum taxable income. Bond Counsel expresses no opinion regarding any other tax consequences related to the ownership or disposition of, or the accrual or receipt of interest on, the Series 2009 Bonds. See "TAX MATTERS" within.

$44,040,000
CITY OF COMPTON, CALIFORNIA
(Los Angeles County, California)
Water Revenue Bonds, Series 2009

Dated: Date of Delivery **Due: August 1, as shown on the inside front cover**

This cover page contains certain information for reference only. It is not a summary of this issue. Investors must read the entire Official Statement to obtain information essential to the making of an informed investment decision.

The City of Compton, California Water Revenue Bonds, Series 2009 (the "Series 2009 Bonds") are being issued to provide funds to: (i) pay for certain capital costs of the City's Water System, (ii) provide for the deposit to the Parity Reserve Fund for the Series 2009 Bonds, (iii) pay the costs of issuing the Series 2009 Bonds, and (iv) pay interest on the Series 2009 Bonds through February 1, 2011, as more fully described herein.

The Series 2009 Bonds will be payable as to interest on February 1 and August 1 of each year, commencing February 1, 2010. The Series 2009 Bonds will be issued in book-entry form only, and will be initially issued and registered in the name of Cede & Co., as nominee of The Depository Trust Company, New York, New York ("DTC"), which will act as securities depository for the Series 2009 Bonds. Purchasers will not receive certificates representing their interests in the Series 2009 Bonds. Payments of principal of and interest on the Series 2009 Bonds will be made by U.S. Bank National Association, Seattle, Washington, as Trustee, to DTC for subsequent disbursement to DTC Participants who will remit such payments to the beneficial owners of the Series 2009 Bonds. See APPENDIX G - "BOOK-ENTRY SYSTEM" herein.

The Series 2009 Bonds are subject to redemption prior to maturity as described herein. See "THE BONDS — Redemption" herein.

Principal of, redemption premium, if any, and interest on the Series 2009 Bonds are secured by a pledge of Net Revenues, primarily consisting of charges, income and receipts derived by the City from the ownership and operation of the Water System, after deducting maintenance and operation costs of the Water System. See "PLAN OF FINANCE" herein. The City may in the future issue additional bonds and other indebtedness secured by and payable on a parity with the Series 2009 Bonds. See "SECURITY AND SOURCES OF PAYMENT FOR THE BONDS" herein.

THE SERIES 2009 BONDS DO NOT CONSTITUTE AN INDEBTEDNESS OF THE CITY WITHIN THE MEANING OF ANY CONSTITUTIONAL OR STATUTORY DEBT LIMITATION OR RESTRICTION, AND THE CITY IS NOT OBLIGATED TO LEVY ANY AD VALOREM TAXES THEREFOR OR TO USE ANY OTHER FUNDS OF THE CITY OTHER THAN NET REVENUES TO PAY THE PRINCIPAL OF, REDEMPTION PREMIUM, IF ANY, AND INTEREST ON THE SERIES 2009 BONDS. NEITHER THE FAITH AND CREDIT NOR THE TAXING POWER OF THE CITY IS PLEDGED TO THE PAYMENT OF THE PRINCIPAL, REDEMPTION PREMIUM, IF ANY, OR INTEREST ON THE SERIES 2009 BONDS.

The Series 2009 Bonds will be offered when, as and if issued by the City and received by the Underwriter, subject to the approval of validity by Orrick, Herrington & Sutcliffe LLP, Bond Counsel. Certain matters will be passed upon for the City by the City Attorney of the City of Compton and by Orrick, Herrington & Sutcliffe LLP, as Disclosure Counsel. The Series 2009 Bonds, in book-entry form, will be available for delivery through The Depository Trust Company in New York, New York on or about June 4, 2009.

Grigsby & Associates, Inc.

Dated: May 20, 2009.

Macias, Gini & O'Connell LLP has not consented to the inclusion of its report as Appendix C and has not undertaken to update its report or to take any action intended or likely to elicit information concerning the accuracy, completeness or fairness of the statements made in this Official Statement, and no opinion is expressed by Macias, Gini & O'Connell LLP with respect to any event subsequent to its report dated April 20, 2009.

CONTINUING DISCLOSURE

The City has covenanted for the benefit of the holders and beneficial owners of the Series 2009 Bonds to provide certain financial information and operating data relating to the Sewer System by not later than nine months following the end of the City's Fiscal Year (presently June 30) (the "Annual Report"), commencing with the report for Fiscal Year 2008-09, and to provide notices of the occurrence of certain enumerated events, if material. The Annual Report will be filed by the City with the Municipal Securities Rulemaking Board or any other entity designated or authorized by the SEC. Notices of material events will be filed by the City with the Municipal Securities Rulemaking Board. The specific nature of the information to be contained in the Annual Report and the notices of material events is set forth in APPENDIX F: "PROPOSED FORM OF CONTINUING DISCLOSURE AGREEMENT" hereto. These covenants have been made in order to assist the Underwriter in complying with S.E.C. Rule 15c2-12(b)(5).

In the past, the City has failed to timely file certain annual reports, notices of failure to file annual reports and notices of rating changes required to be filed by continuing disclosure agreements executed by the City. The City has corrected such failures and is now current with regard to such undertakings. The City expects to timely make all future filings as required under its continuing disclosure undertakings and has put a process in place to assure such compliance.

RATINGS

Standard & Poor's, a division of the McGraw-Hill Companies ("S&P"), has assigned its municipal bond rating of "A" to the Series 2009 Bonds. Certain information was supplied by the City to S&P to be considered in evaluating the Series 2009 Bonds. The rating expresses only the view of the rating agency and is not a recommendation to buy, sell or hold the Series 2009 Bonds. An explanation of the significance of the rating may be obtained from Standard & Poor's, a division of the McGraw-Hill Companies, Inc., 55 Water Street, New York, New York 10041. There is no assurance that such rating will continue for any given period of time or that it will not be reduced or withdrawn entirely by the rating agency, if in its judgment, circumstances so warrant. The City and the Trustee undertake no responsibility to oppose any such revision or withdrawal. Any such downward revision or withdrawal may have an adverse effect on the market price of the Series 2009 Bonds.

UNDERWRITING

The Series 2009 Bonds are being purchased pursuant to a purchase contract between the City and Grigsby & Associates, Inc. (the "Underwriter"). The Underwriter has agreed to purchase the Series 2009 Bonds at a price of $42,560,778.60 (which price is equal to the principal amount of the Series 2009 Bonds ($44,040,000.00), less an original issue discount of $1,038,821.40, less an underwriter's discount of $440,400.00). The purchase contract provides that the Underwriter will purchase all of the Series 2009 Bonds if any are purchased. The obligation of the Underwriter to make such purchase is subject to certain terms and conditions set forth in the purchase contract.

The Underwriter may offer and sell the Series 2009 Bonds to certain dealers and others at prices or yields below those stated on the inside cover page of this Official Statement. The initial offering prices or yields may be changed from time to time by the Underwriter.

APPENDIX F

PROPOSED FORM OF CONTINUING DISCLOSURE AGREEMENT

This Continuing Disclosure Agreement (the "Disclosure Agreement") is executed and delivered by the CITY OF COMPTON, California (the "City"), and U.S. BANK NATIONAL ASSOCIATION, as trustee (the "Trustee") and as dissemination agent (the "Dissemination Agent") in connection with the execution and delivery of the City's Water Revenue Bonds, Series 2009 (the "Bonds"). The Bonds are being executed and delivered pursuant to a Water Revenue Bond Indenture (the "Master Indenture"), as supplemented by a First Supplemental Water Revenue Bond Indenture (the "First Supplemental Indenture" and, together with the Master Indenture, the "Indenture"), each dated as of June 1, 2009, by and between the City and the Trustee. The City, the Trustee and the Dissemination Agent covenant and agree as follows:

SECTION 1. Purpose of the Disclosure Agreement. This Disclosure Agreement is being executed and delivered by the City, the Trustee and the Dissemination Agent for the benefit of the Owners and Beneficial Owners of the Bonds and in order to assist the Participating Underwriters in complying with Securities and Exchange Commission ("S.E.C.") Rule 15c2-12(b)(5).

SECTION 2. Definitions. In addition to the definitions set forth in the Indenture, which apply to any capitalized term used in this Disclosure Agreement unless otherwise defined in this Section, the following capitalized terms shall have the following meanings:

"Annual Report" shall mean any Annual Report provided by the City pursuant to, and as described in, Sections 3 and 4 of this Disclosure Agreement.

"Beneficial Owner" shall mean any person which has or shares the power, directly or indirectly, to make investment decisions concerning the ownership of any Bonds (including persons holding Bonds through nominees, depositories or other intermediaries).

"Disclosure Representative" shall mean the City Manager of the City, or such other officer or employee as the City shall designate in writing to the Trustee from time to time.

"Dissemination Agent" shall mean the Trustee, or any successor Dissemination Agent which may be designated in writing by the City and which has filed with the Trustee a written acceptance of such designation.

"Listed Events" shall mean any of the events listed in Section 5(a) of this Disclosure Agreement.

"Participating Underwriter" shall mean any of the original underwriters of the Bonds required to comply with the Rule in connection with offering of the Bonds.

"Repository" shall mean the Municipal Securities Rulemaking Board or any other entity designated or authorized by the SEC to receive reports pursuant to the Rule.

"Rule" shall mean Rule 15c2-12(b)(5) adopted by the Securities and Exchange Commission under the Securities Exchange Act of 1934, as the same may be amended from time to time.

"State" shall mean the State of California.

SECTION 3. Provision of Annual Reports.

(a) The City shall, or shall cause the Dissemination Agent to, not later than nine months after the end of the City's Fiscal Year (presently June 30), commencing with the report for the 2008-09 Fiscal Year, provide to each Repository an Annual Report which is consistent with the requirements of Section 4 of this Disclosure Agreement. The Annual Report must be submitted in electronic format, accompanied by such identifying information as is prescribed by the Repository, and may cross-reference other information as provided in Section 4 of this Disclosure Agreement; provided that the audited financial statements of the City may be submitted separately from the balance of the Annual Report and later than the date required above for the filing of the Annual Report if they are not available by that date. If the City's fiscal year changes, it shall give notice of such change in the same manner as for a Listed Event under Section 5.

(b) Not later than five (5) Business Days prior to such date, the City shall provide the Annual Report to the Dissemination Agent and the Trustee (if the Trustee is not the Dissemination Agent); provided, however, that the City may distribute the Annual Report itself after providing written notice to the Trustee and the Dissemination Agent. If by such date, the Dissemination Agent has not received a copy of the Annual Report, the Dissemination Agent shall notify the City of such failure to receive the Annual Report. The City shall provide a written certification with each Annual Report furnished to the Dissemination Agent and the Trustee to the effect that such Annual Report constitutes the Annual Report required to be furnished by it hereunder. The Dissemination Agent and the Trustee may conclusively rely upon such certification of the City and shall have no duty or obligation to review such Annual Report.

(c) If the Dissemination Agent is unable to verify that an Annual Report has been provided by the date required in subsection (a), the Dissemination Agent shall send a notice to the Repository, in substantially the form attached as Exhibit A.

(d) The Dissemination Agent shall:

(i) determine each year prior to the date for providing the Annual Report the name and address of each National Repository and the State Repository, if any; and

(ii) to the extent the City has provided the Annual Report to the Dissemination Agent, file a report with the City and (if the Dissemination Agent is not the Trustee) the Trustee certifying that the Annual Report has been provided pursuant to this Disclosure Agreement, stating the date it was provided.

SECTION 4. Content of Annual Reports. The City's Annual Report shall contain or include by reference the following:

1. The City's Comprehensive Annual Financial Report, including the audited financial statements for the prior Fiscal Year, which audited financial statements shall be prepared in accordance with generally accepted accounting principles as promulgated to apply to governmental entities from time to time by the Governmental Accounting Standards Board. If the City's audited financial statements are not available by the time the Annual Report is required to be filed pursuant to Section 3(a), the Annual Report shall contain unaudited financial statements in a format similar to the financial statements contained in the final Official Statement, and the audited financial statements shall be filed in the same manner as the Annual Report when they become available.

2. Any or all of the items listed above may be included by specific reference to other documents, including the City's Comprehensive Annual Financial Report, official statements of debt

issues of the City or related public entities, which have been filed with the Repository. If the document included by reference is a final official statement, it must be available from the Repository. The City shall clearly identify each such other document so included by reference.

SECTION 5. Reporting of Significant Events.

(a) Pursuant to the provisions of this Section 5, the City shall give, or cause to be given, notice of the occurrence of any of the following events with respect to the Bonds, if material:

1. principal and interest payment delinquencies;

2. non-payment related defaults;

3. modifications to rights of Bondholders;

4. optional, contingent or unscheduled bond calls;

5. defeasances;

6. rating changes;

7. adverse tax opinions or events adversely affecting the tax-exempt status of the Bonds;

8. unscheduled draws on the debt service reserves reflecting financial difficulties;

9. unscheduled draws on credit enhancements reflecting financial difficulties;

10. substitution of credit or liquidity providers or their failure to perform;

11. release, substitution or sale of property securing repayment of the Bonds.

(b) The Trustee shall, promptly upon obtaining actual knowledge of the occurrence of any of the Listed Events (with no obligation to determine the materiality thereof), contact the Disclosure Representative, inform such person of the event, and request that the City promptly notify the Trustee in writing whether or not to report the event pursuant to subsection (f); provided that, failure by the Trustee to so notify the Disclosure Representative and make such request shall not relieve the City of its duty to report Listed Events as required by this Section 5. For the purpose of this Disclosure Agreement "actual knowledge" means actual knowledge at the corporate trust office of the Trustee by an officer of the Trustee with responsibility for matters related to the administration of the Indenture. Whenever the City obtains knowledge of the occurrence of a Listed Event, the City shall as soon as possible determine if such event would be material under applicable federal securities laws.

(c) Whenever the City obtains knowledge of the occurrence of a Listed Event, whether because of a notice from the Trustee pursuant to subsection (b) or otherwise, the City shall within five (5) Business Days determine if such event would be material under applicable federal securities laws.

(d) If the City has determined that knowledge of the occurrence of a Listed Event would be material under applicable federal securities laws, the City shall promptly notify the Dissemination Agent in writing. Such notice shall instruct the Dissemination Agent to report the occurrence pursuant to subsection (f).

(e) If in response to a request under subsection (b), the City determines that the Listed Event would not be material under applicable federal securities laws, the City shall so notify the Dissemination Agent in writing and instruct the Dissemination Agent not to report the occurrence.

(f) If the Dissemination Agent has been instructed by the City to report the occurrence of a Listed Event, the Trustee shall promptly file a notice of such occurrence each National Repository or with the Repository. Notwithstanding the foregoing, notice of Listed Events described in subsections (a)(4) and (5) need not be given under this subsection any earlier than the notice (if any) of the underlying event is given to Owners of affected Bonds pursuant to the Indenture.

(g) The Trustee may conclusively rely on an opinion of counsel that the City's instructions to the Dissemination Agent under this Section 5 comply with the requirements of the Rule.

SECTION 6. Termination of Reporting Obligation. Each party's obligations under this Disclosure Agreement shall terminate (a) upon the legal defeasance, prior redemption or payment in full of all of the Bonds or (b) if, in the opinion of nationally recognized bond counsel, the City ceases to be an "obligated person" (within the meaning of the Rule) with respect to the Bonds or the Bonds otherwise cease to be subject to the requirements of the Rule. If such termination occurs prior to the final maturity of the Bonds, the City shall give notice of such termination in the same manner as for a Listed Event under Section 5(c).

SECTION 7. Dissemination Agent. The City may, from time to time, appoint or engage a Dissemination Agent to assist it in carrying out its obligations under this Disclosure Agreement, and may discharge any such Agent, with or without appointing a successor Dissemination Agent. The Dissemination Agent may resign by providing thirty days written notice to the City. The Dissemination Agent shall not be responsible in any manner for the content of any notice or report prepared by the City pursuant to this Disclosure Agreement. If at any time there is not any other designated Dissemination Agent, the Trustee shall be the Dissemination Agent. The initial Dissemination Agent shall be U.S. Bank National Association

SECTION 8. Amendment; Waiver. Notwithstanding any other provision of this Disclosure Agreement, the City, the Trustee and the Dissemination Agent may amend this Disclosure Agreement, (and the Trustee and the Dissemination Agent shall agree to any amendment so requested by the City, provided such amendment does not impose any greater duties, nor risk of liability, on the Trustee or the Dissemination Agent, as the case may be), and any provision of this Disclosure Agreement may be waived, provided that the following conditions are satisfied:

(a) If the amendment or waiver relates to the provisions of Sections 3(a), 4 or 5(a), it may only be made in connection with a change in circumstances that arises from a change in legal requirements, change in law, or change in the identity, nature or status of an obligated person with respect to the Bonds, or the type of business conducted;

(b) The undertaking, as amended or taking into account such waiver, would, in the opinion of nationally recognized bond counsel, have complied with the requirements of the Rule at the time of the original issuance of the Bonds, after taking into account any amendments or interpretations of the Rule, as well as any change in circumstances; and

(c) The amendment or waiver either (i) is approved by the Owners of the Bonds in the same manner as provided in the Indenture for amendments to the Indenture with the consent of Owners, or (ii) does not, in the opinion of nationally recognized bond counsel, materially impair the interests of the Owners or Beneficial Owners of the Bonds.

In the event of any amendment or waiver of a provision of this Disclosure Agreement, the City shall describe such amendment in the next Annual Report, and shall include, as applicable, a narrative explanation of the reason for the amendment or waiver and its impact on the type (or in the case of a change of accounting principles, on the presentation) of financial information or operating data being presented by the City. In addition, if the amendment relates to the accounting principles to be followed in preparing financial statements, (i) notice of such change shall be given in the same manner as for a Listed Event under Section 5(c), and (ii) the Annual Report for the year in which the change is made should present a comparison (in narrative form and also, if feasible, in quantitative form) between the financial statements as prepared on the basis of the new accounting principles and those prepared on the basis of the former accounting principles.

SECTION 9. Additional Information. Nothing in this Disclosure Agreement shall be deemed to prevent the City from disseminating any other information, using the means of dissemination set forth in this Disclosure Agreement or any other means of communication, or including any other information in any Annual Report or notice of occurrence of a Listed Event, in addition to that which is required by this Disclosure Agreement. If the City chooses to include any information in any Annual Report or notice of occurrence of a Listed Event in addition to that which is specifically required by this Disclosure Agreement, the City shall have no obligation under this Disclosure Agreement to update such information or include it in any future Annual Report or notice of occurrence of a Listed Event.

SECTION 10. Electronic Filing. Submission of Annual Reports and notices of Listed Events to DisclosureUSA.org or another "Central Post Office" designated and accepted by the S.E.C. shall constitute compliance with the requirement of filing such reports and notices with each National Repository and any State Repository hereunder.

SECTION 11. Default. In the event of a failure of the City, the Trustee or the Dissemination Agent to comply with any provision of this Disclosure Agreement, any Owner or Beneficial Owner of the Bonds may take such actions as may be necessary and appropriate, including seeking mandate or specific performance by court order, to cause the City, the Trustee or the Dissemination Agent to comply with its obligations under this Disclosure Agreement. A default under this Disclosure Agreement shall not be deemed an Event of Default under the Indenture, and the sole remedy under this Disclosure Agreement in the event of any failure of the City, the Trustee or the Dissemination Agent to comply with this Disclosure Agreement shall be an action to compel performance.

SECTION 12. Duties, Immunities and Liabilities of Trustee and Dissemination Agent. Article VIII of the Indenture is hereby made applicable to this Disclosure Agreement as if this Disclosure Agreement were (solely for this purpose) contained in the Indenture. The Dissemination Agent shall be entitled to the protections and limitations from liability afforded to the Trustee thereunder. The Dissemination Agent and the Trustee shall have only such duties as are specifically set forth in this Disclosure Agreement, and the City, to the extent permitted by law, agrees to indemnify and save the Dissemination Agent, its officers, directors, employees and agents, harmless against any loss, expense and liabilities which it may incur arising out of or in the exercise or performance of its powers and duties hereunder, including the costs and expenses (including attorneys fees) of defending against any claim of liability, but excluding liabilities due to the Dissemination Agent's or the Trustee's negligence or willful misconduct. The Dissemination Agent shall be paid compensation by the City for its services provided hereunder in accordance with its schedule of fees as amended from time to time and all expenses, legal fees and advances made or incurred by the Dissemination Agent in the performance of its duties hereunder. Any company succeeding to all or substantially all of the Dissemination Agent's corporate trust business shall be the successor to the Dissemination Agent hereunder without the execution or filing of any paper or any further act. The obligations of the City under this Section shall survive resignation or removal of the Dissemination Agent and payment of the Bonds.

SECTION 13. Notices. Any notices or communications to or among any of the parties to this Disclosure Agreement may be given as follows:

To the City:	City of Compton 205 South Willowbrook Avenue Compton, CA 90220 Attention: City Manager and City Attorney
To the Trustee and Dissemination Agent:	U.S. Bank National Association 1420 5th Avenue, 7th Floor Seattle, WA 98101 Attention: Corporate Trust Services

Any person may, by written notice to the other persons listed above, designate a different address or telephone number(s) to which subsequent notices or communications should be sent.

SECTION 14. Beneficiaries. This Disclosure Agreement shall inure solely to the benefit of the City, the Dissemination Agent, the Participating Underwriters and Owners and Beneficial Owners from time to time of the Bonds, and shall create no rights in any other person or entity.

Date: _____, 2009

CITY OF COMPTON

By _____
City Manager

U.S. BANK NATIONAL ASSOCIATION, as Trustee and Dissemination Agent

By _____
Authorized Officer

EXHIBIT A

FORM OF NOTICE TO REPOSITORY OF FAILURE TO FILE ANNUAL REPORT

Name of Obligated Person:	City Manager City of Compton, California
Name of Issue:	City of Compton, California Water Revenue Bonds, Series 2009
Date of Issuance:	_____, 2009

NOTICE IS HEREBY GIVEN that the City of Compton, California, has not provided an Annual Report with respect to the above-named Bonds as required by Section 3 hereof. The City anticipates that the Annual Report will be filed by _____.

Dated:_____

U.S. BANK NATIONAL ASSOCIATION

By _____
Title _____

NEW ISSUE - BOOK ENTRY ONLY

RATINGS: S&P (underlying): "A-"
S&P (insured): "AAA"
See "RATINGS" herein.

In the opinion of Orrick, Herrington & Sutcliffe LLP, Bond Counsel to the Authority, based upon existing laws, regulations, rulings and court decisions, and assuming among other matters, the accuracy of certain representations and compliance with certain covenants, interest on the Bonds is excluded from gross income for federal income tax purposes under Section 103 of the Internal Revenue Code of 1986 and is exempt from State of California personal income taxes. In the further opinion of Bond Counsel, interest on the Bonds is not a specific preference item for purposes of the federal individual or corporate alternative minimum taxes, although Bond Counsel observes that such interest is included in adjusted current earnings when calculating corporate alternative minimum taxable income. Bond Counsel expresses no opinion regarding any other tax consequences related to the ownership or disposition of, or the accrual or receipt of the interest on, the Bonds. See "TAX MATTERS" herein.

$46,860,000
COMPTON PUBLIC FINANCE AUTHORITY
Lease Revenue Bonds
(Refunding and Various Capital Projects)
Series 2008

Dated: Date of Delivery **Due: September 1, as shown on inside cover**

The Compton Public Finance Authority Lease Revenue Bonds (Refunding and Various Capital Projects) Series 2008 (the "Bonds") are being issued to: (i) finance the construction, acquisition, improvement and installation of various capital projects (collectively, the "Project") in the City of Compton, California (the "City"); (ii) prepay and defease certain certificates of participation; (iii) fund a deposit into the Reserve Fund (defined herein); and (iv) pay certain costs associated with the issuance of the Bonds. See "PLAN OF FINANCE" and "ESTIMATED SOURCES AND USES OF FUNDS."

Interest on the Bonds will be payable from their date of issuance on March 1 and September 1 of each year, commencing September 1, 2008.

The Bonds will be initially delivered in book-entry form, registered in the name of Cede & Co., as nominee of The Depository Trust Company, New York, New York ("DTC"). Principal of, redemption premium, if any, and interest on the Bonds will be paid by U.S Bank National Association, as trustee (the "Trustee"), to DTC. DTC is obligated to remit such principal and interest to its DTC Participants for disbursement to the beneficial owners of the Bonds. See APPENDIX F – "DTC AND THE BOOK-ENTRY ONLY SYSTEM." **The Bonds are subject to optional, extraordinary and mandatory redemption as described herein.**

The Bonds are being issued pursuant to a Trust Agreement, dated as of May 1, 2008, by and between the Compton Public Finance Authority (the "Authority") and the Trustee and approved by the City of Compton (the "City").

The Bonds are limited obligations of the Authority payable solely from certain revenues of the Authority, consisting primarily of Base Rental Payments (as defined herein) to be made by the City to the Authority pursuant to a Facility Lease, dated as of May 1, 2008 (the "Facility Lease"), between the Authority and the City. Pursuant to the Facility Lease, the City will lease the Facilities (defined herein) from the Authority. The City has covenanted in the Facility Lease to take such action as may be necessary to include Base Rental Payments in its annual budgets and to make the necessary annual appropriations therefor. The City agrees in the Facility Lease to make all Base Rental Payments, subject to abatement in the event of damage to or destruction or condemnation of all or a portion of the Facilities which results in substantial interference with the City's use and occupancy of the Facilities, except as otherwise described herein.

Payment of the principal of and interest on the Bonds when due will be insured by a financial guaranty insurance policy to be issued by Ambac Assurance Corporation simultaneously with the delivery of the Bonds. See "FINANCIAL GUARANTY INSURANCE" and APPENDIX G – "SPECIMEN FINANCIAL GUARANTY INSURANCE POLICY."

Ambac

THE BONDS ARE LIMITED OBLIGATIONS OF THE AUTHORITY PAYABLE SOLELY FROM REVENUES AND ARE NOT SECURED BY A LEGAL OR EQUITABLE PLEDGE OF, OR CHARGE OR LIEN UPON, ANY PROPERTY OF THE AUTHORITY OR THE CITY OR ANY OF THEIR INCOME OR RECEIPTS, EXCEPT THE REVENUES (AS DESCRIBED HEREIN). NEITHER THE FULL FAITH NOR THE CREDIT OF THE AUTHORITY OR THE CITY IS PLEDGED FOR THE PAYMENT OF THE INTEREST ON OR PRINCIPAL OF THE BONDS. NEITHER THE PAYMENT OF THE PRINCIPAL OF OR INTEREST ON THE BONDS NOR THE OBLIGATION TO MAKE BASE RENTAL PAYMENTS UNDER THE FACILITY LEASE CONSTITUTES A DEBT, LIABILITY OR OBLIGATION OF THE AUTHORITY OR THE CITY FOR WHICH EITHER ENTITY IS OBLIGATED TO LEVY OR PLEDGE ANY FORM OF TAXATION OR FOR WHICH EITHER ENTITY HAS LEVIED OR PLEDGED ANY FORM OF TAXATION. THE AUTHORITY HAS NO TAXING POWER.

MATURITY SCHEDULE
(See inside cover)

This cover page contains certain information for general reference only. It is ***not*** intended to be a summary of the security or terms of this issue. Investors are advised to read the entire Official Statement to obtain information essential to the making of an informed investment decision.

The Bonds are offered when, as and if issued by the Authority and received by the Underwriter, subject to approval as to their validity by Orrick, Herrington & Sutcliffe LLP, San Francisco, California, Bond Counsel to the Authority. Certain other legal matters will be passed upon for the City and the Authority by City Attorney and by Orrick, Herrington & Sutcliffe LLP, San Francisco, California, Disclosure Counsel. It is anticipated that the Bonds in book-entry form, will be available for delivery through the facilities of DTC in New York, New York on or about May 1, 2008.

Grigsby & Associates, Inc.

Dated: April 17, 2008

Base Rental Payments and Additional Payments (as defined below) in its annual budgets and to make the necessary annual appropriations therefor. See "SECURITY AND SOURCES OF PAYMENT FOR THE BONDS."

Base Rental Payments are subject to complete or partial abatement in the event of substantial interference with the use and occupancy by the City of the Facilities caused by damage to or destruction or condemnation of the Facilities. See "CERTAIN RISK FACTORS" and "SECURITY AND SOURCES OF PAYMENT FOR THE BONDS–Pledge of Revenues." Abatement of Base Rental Payments under the Facility Lease could result in Bondholders receiving less than the full amount of principal and interest on the Bonds, except to the extent proceeds of insurance or moneys in the Reserve Fund (as described herein) are available to make payments of principal of or interest on the Bonds (or the relevant portion thereof) during periods of abatement of Base Rental.

Reserve Fund

Pursuant to the Trust Agreement, a reserve fund (the "Reserve Fund") is established for the benefit of the Bondholders in an amount equal to the Reserve Fund Requirement (as defined herein). Amounts on deposit in the Reserve Fund are available to pay the Bonds and any Additional Bonds. See "SECURITY AND SOURCES OF PAYMENT FOR THE BONDS–Reserve Fund."

Financial Guaranty Insurance

A financial guaranty insurance policy (the "Policy") will be issued by Ambac Assurance Corporation (the "Bond Insurer") simultaneously with the issuance and delivery of the Bonds. The Policy is noncancelable during its term and provides for the prompt payment of principal of and interest on the Bonds to the extent that the Trustee, has not received sufficient funds from the Issuer for payment of the Bonds on the "due date." See "FINANCIAL GUARANTY INSURANCE" and APPENDIX G – "SPECIMEN FINANCIAL GUARANTY INSURANCE POLICY."

Certain Risk Factors

For a discussion of certain risk factors associated with investment in the Bonds, see "CERTAIN RISK FACTORS" as well as other factors discussed throughout this Official Statement.

Continuing Disclosure

The City has covenanted for the benefit of the beneficial owners of the Bonds to provide certain financial information and operating data relating to the City by no later than nine months after the end of each fiscal year (which fiscal year currently ends June 30), commencing with the report due for the Fiscal Year ended June 30, 2007 (each an "Annual Report"), and to provide notices of the occurrence of certain enumerated events, if material. The Annual Report will be filed by US Bank National Association, as dissemination agent, with each National Recognized Municipal Securities Repository and with any then existing State Repository (collectively, the "Repositories"). The notices of material events will be filed with the Repositories. The specific nature of the information to be contained in the Annual Report or the notices of material events is set forth in APPENDIX E – "PROPOSED FORM OF CONTINUING DISCLOSURE AGREEMENT." These covenants have been made in order to assist the Underwriter in complying with S.E.C. Rule 15c2-12(b)(5).

Reference to Documents

The summaries and descriptions in this Official Statement of the Trust Agreement, the Facility Lease, the Site Lease, the Continuing Disclosure Agreement, and other agreements relating to the Bonds are qualified in their entirety by reference to such documents, and the descriptions herein of the Bonds are

BID OPENING CHECKLIST:

DATE OF THE RFP OPENING:

SUBMISSION DUE DATE: **February 7, 2023**

PROJECT: **Ongoing Bond Disclosures and Filing Services – City Controller – Jocelyn Logan**

PROJECT MANAGER/CONTACT PERSON: Public Works Department

COMPANY	RFP BOND INCLUDED	RFP PRICE	DATE / TIME RECEIVED
Stradling			02/07/23 - 1:10 p.m.

CITY OF COMPTON
REQUEST FOR PROPOSALS (RFP)
ONGOING BOND DISCLOSURES AND FILING SERVICES

I. INTRODUCTION

The City needs technical expertise in several disciplines to advance the goals and policies of the Mayor and Council, and Successor Agency of the Community Redevelopment Agency ("Successor Agency") Board of Directors in order to actively respond and implement bond disclosure requirements applicable to the City of Compton and Compton Successor Agency. The City of Compton and Compton Successor Agency request Statements of Proposals Qualifications from interested parties to provide expertise on on-call professional Bond disclosure, filing, dissemination, related training, assist with developing policies and procedures for secondary municipal market securities requirements, and SEC Post-Issuance Compliance and Repository services.

A formal Request for Proposal (RFP) is accessible from the City's website at https://www.comptoncity.org/departments/city-clerk/rfps-and-bids

II. PROPOSAL DUE DATE AND LOCATION

All proposals are due on or before **4:00 p.m., Tuesday, February 7, 2023**. Written proposal responses must include three (3) copies and one (1) unbound, original copy containing an original signature. There is absolutely no consideration for responses received after the specified date and time.

Please address proposals in a sealed envelope to the following address:

Office of the City Clerk
City of Compton
205 South Willowbrook Avenue
Compton, CA 90220
RE: RFP – ONGOING BOND DISCLOSURES AND FILING SERVICES

III. POINT OF CONTACT

All inquiries relating to this RFP process shall be submitted to Jocelyn Logan, Office of the City Controller, City of Compton, 205 South Willowbrook Avenue, Compton, CA 90220 via email to JLogan@comptoncity.org.

Stradling Yocca Carlson & Rauth
A Professional Corporation
660 Newport Center Drive, Suite 1600
Newport Beach, CA 92660
949-500-0855
stradlinglaw.com

Vanessa S. Legbandt
949 725 4073
vlegbandt@stradlinglaw.com

March 15, 2023

Sharon Rahban Navizadeh, City Controller
City of Compton
205 S. Willowbrook Avenue
Compton, CA 90220

Dear Ms. Navizadeh:

Thank you for the opportunity to represent the City of Compton (the "City" or "Compton") as on-call disclosure counsel in connection with Compton's various bond financings. Unless otherwise confirmed in writing, the terms of this letter and the enclosed Terms of Retention (together, the "Agreement") will govern our representation of the City.

I am attaching our normal Terms of Retention, which is an integral part of our retention Agreement. If this letter, including the attached Terms of Retention, accurately reflects your understanding of our relationship, please acknowledge your approval and acceptance of these terms by signing and returning this letter to me. I would be pleased to answer any questions you might have.

Very truly yours,

STRADLING YOCCA CARLSON & RAUTH

Vanessa S. Legbandt

Enclosure

The undersigned hereby agrees that the terms and conditions in this letter and the accompanying Terms of Retention shall apply to services rendered by Stradling Yocca Carlson & Rauth, a Professional Corporation.

CITY OF COMPTON

By:_____
Thomas Thomas, City Manager

TERMS OF RETENTION
OF
STRADLING YOCCA CARLSON & RAUTH

1. **Fees and Costs**. Stradling Yocca Carlson & Rauth (the "Firm") is compensated for its services based primarily on the value of the services and the time spent performing them. Such compensation may include the time spent on client conferences, travel, research, drafting documents, and other activities. The amount of fees charged on a statement is determined by the hours expended by the different attorneys and other professional personnel involved and the applicable rates. A schedule of the hourly rates applicable to attorneys expected to work on Compton matters is attached as Exhibit A. The hourly rates provided in Exhibit A are the discounted rates the Firm charges for public agencies on financing matters. Such rates may change from time-to-time but no increases in excess of 3% per annum shall be implemented without the written consent of the City Manager or City Controller. The scope of work for our special counsel services with respect to the Financings is provided in Exhibit B.

The Firm agrees that the fees for On-Call Disclosure Counsel legal services under this Agreement and the Successor Agency Agreement (defined below) shall not exceed **$21,000** per year (adjusted consistent with adjustments to our hourly rates, as described in the preceding paragraph) **$12,856.49 of which is initially estimated to represent the City's share**; provided that the Firm shall have no obligation to continue providing legal services to the City once the maximum amount stated above is reached, without the prior written agreement of the City Manager or City Controller increasing the maximum fee permitted under this Agreement.

The Firm also charges for various costs such as copying, telephone charges, computerized legal research, word processing and/or other computer time, overtime costs, messenger services, travel, filing fees and other costs. Bills for some costs are passed on directly, such as bills for certified shorthand reporters, technical consultants, and other professional fees.

Concurrently with this Agreement, we are entering into a legal services agreement with the Successor Agency to the Community Redevelopment Agency of the City of Compton for on-call disclosure counsel services (the "Successor Agency Agreement") which in many respects will overlap with the services provided pursuant to this Agreement. The City and Successor Agency may determine how to allocate our fees and expenses for such services between the City and Successor Agency; however, any fees earned and expenses incurred by the Firm under this Agreement that are not paid by the Successor Agency shall be promptly paid by the City.

Fees for Bond Counsel or Disclosure Counsel legal services in connection with a particular bond financing or other financing shall be set forth in a supplement to this Agreement or separate agreement between the parties.

2. **Termination by the Firm**. The Firm reserves the right to withdraw from representing you if, among other things, you fail to honor the terms of our agreement, you fail to cooperate fully or follow our advice on a material matter, or any fact or circumstance occurs that would, in our view, render our continuing representation unlawful or unethical. If we elect to withdraw, you will take all steps necessary to free us of any obligation to perform further services, including the execution of any documents necessary to complete our withdrawal, and we will be entitled to be paid at the time of withdrawal for all services rendered and costs and expenses paid or

incurred on your behalf. If necessary in connection with litigation, we would request leave of court to withdraw.

3. **Termination by Compton**. We understand that we serve at the pleasure of the City and this Terms of Retention may be terminated by the City at any time, upon 10 days written notification, with or without cause. In the event that our services are terminated prior to completion of the financing, we will be entitled to be paid at the time of such termination for all services rendered and costs and expenses paid or incurred on your behalf.

4. **Date of Termination**. Our representation of you will be considered terminated at the earlier of (i) your termination of our representation, (ii) our withdrawal from our representation of you, (iii) the substantial completion of our substantive work for you, or (iv) three (3) years from the date we are engaged by you under this Agreement, unless extended with the written approval of the City Manager or City Controller.

5. **Related Activities**. If any claim or action is brought against us or any personnel or agents of the Firm based on your negligence or misconduct, or if we are asked to testify as a result of our representation of you or must defend the confidentiality of your communications in any proceeding, you agree to pay us for any resulting fees, costs, or damages, including our time, even if our representation of you has ended.

6. **No Guarantee of Outcome**. The Firm will provide its services consistent with the level and quality of expertise expected of a nationally recognized firm specializing in securities law and the transactions contemplated by this Agreement. We do not and cannot guarantee any outcome in a matter.

7. **Insurance**. We hereby advise you that this Firm maintains professional errors and omissions insurance coverage applicable to the services to be rendered to you. Evidence of such insurance will be provided upon request.

8. **Client**. This Firm's client for the purpose of our representation is only the City. Unless expressly agreed, the Firm is not undertaking the representation of any other related or affiliated person or entity, nor any parent, brother-sister, subsidiary, or affiliated corporation or entity, nor any of your or their officers, directors, agents, or employees.

9. **Client File and Retention**. For each matter the Firm maintains a file in which the Firm places certain documents and items, including original documents, that are reasonably necessary to the Firm's representation in the matter. The Firm currently keeps each file for seven years after a matter concludes. The file belongs to the client and, subject to any protective order or non-disclosure agreement, the client may request to take possession of it once the matter concludes. Should all or any portion of the file become the subject of a subpoena, discovery request or other disclosure obligation ("Legal Process") while in the Firm's possession, including after the matter concludes, you agree to pay the Firm's then-prevailing hourly rates and costs that the Firm incurs in connection with the Legal Process.

10. **Payment Notwithstanding Dispute**. In the event of any dispute that relates to our entitlement to any payment from you, all undisputed amounts shall be paid by you. Any amounts in

any client trust account held on your behalf, sufficient to pay the disputed amounts, shall continue to be held in such trust account until the final disposition of the dispute.

11. **Arbitration**. We appreciate the opportunity to serve as your attorneys and anticipate a productive and harmonious relationship. If you should feel for any reason that there is a problem with the services we have performed or with our charges, we encourage you to bring that to our attention immediately. If we perceive a problem with your representation, we likewise will endeavor to discuss it with you. Most problems should be rectified by communication and discussion. However, a dispute might arise between us which could not be resolved by negotiation. We believe that such attorney-client disputes are most satisfactorily resolved through final and binding arbitration rather than by litigation. Both the United States Supreme Court and the California Supreme Court have endorsed arbitration as an accepted and favored method of resolving disputes, because it is economical and expeditious.

In arbitration, there is no right to a trial by jury and the arbitrator's legal and factual determinations are generally not subject to appellate review. Arbitration rules of evidence and procedure are often less formal and less rigid than the rules which apply in Court. Arbitration usually results in a decision much more quickly than proceedings in Court, and the attorneys' fees and other costs incurred by both sides may be substantially less. You are free to discuss the advisability of arbitration with us, or with your own independent counsel or any of your other advisors, and to ask any questions which you may have.

By signing this Terms of Retention, we agree that, in the event of any dispute or claim arising out of or relating to our engagement, our relationship, our charges, or our services (including but not limited to disputes or claims regarding our charges, professional malpractice, errors or omissions, breach of contract, breach of fiduciary duty, fraud, or violation of any statute), SUCH DISPUTE OR CLAIM SHALL BE RESOLVED BY SUBMISSION TO FINAL AND BINDING ARBITRATION IN SAN BERNARDINO COUNTY, CALIFORNIA, BEFORE A RETIRED JUDGE OR JUSTICE. BY AGREEING TO ARBITRATE, YOU WAIVE ANY RIGHT YOU HAVE TO A COURT OR JURY TRIAL. Venue with regard to any ancillary proceedings arising out of such dispute or claim shall also be in San Bernardino County. If we are unable to mutually agree on a retired judge or justice, then each side will name one retired judge or justice and the two named persons will select a neutral judge or justice who will act as the sole arbitrator. The fees of the arbitrator will be paid initially equally by both the Firm and you. However, the arbitrator shall have the right to order either party to pay all fees and costs as part of his award.

In arbitration, we shall both be entitled to conduct discovery in accordance with the provisions of the California Code of Civil Procedure, but either of us may request that the arbitrator limit the amount or scope of such discovery and, in determining whether to do so, the arbitrator shall balance the need for the discovery against the parties' mutual desire to resolve disputes expeditiously and inexpensively.

Under California law, you have the right, if you desire, to request arbitration of any fee dispute before an arbitrator or panel of arbitrators selected by a local bar association or the State Bar ("Bar Arbitration") and a trial de novo in court if dissatisfied with the result. If you do request a Bar Arbitration, the law provides that evidence of any claim of malpractice or professional misconduct is admissible only concerning the fees or costs in dispute and that the Bar Arbitrators shall not award any affirmative relief in the form of damages, offset or otherwise on account of such claim. By

signing this Terms of Retention, you agree that if a Bar Arbitration is conducted, that Bar Arbitration or any trial de novo in Court thereafter shall determine only the issue of the amount of fees properly chargeable to you, if any, and that such Bar Arbitration or trial de novo in Court thereafter shall have no effect on the provisions set forth above which require arbitration before a retired judge or justice of any claims for affirmative relief based on alleged professional malpractice, errors or omissions, breach of conduct, breach of fiduciary duty, fraud or violation of any statute. Any such claims shall be solely determined in an arbitration proceeding by a retired judge or justice without regard to the result of any Bar Arbitration or trial de novo thereafter.

12. **Primary Attorney**. The primary attorney with responsibility for our representation of Compton will be **Vanessa S. Legbandt**. The parties agree that the Firm is being retained based on the unique skill, experience, and expertise of Ms. Legbandt and no change will be made in the primary attorney without the prior, written consent of the City.

13. **Other Clients**. As a law firm with many diverse clients and practice areas, we seek to retain the ability to accept unrelated matters for all of our clients. We may thus request your informed written consent in the event we seek to represent any other client in any future matter that is not substantially related to this matter and does not involve material confidential information we obtained while representing you in this matter. Such matters could arise during our representation of you in this matter. You may determine to consent or not consent to such request and should feel free to consult general counsel before deciding whether to grant any consent should it be requested.

The Firm represents various investment banks and underwriters from time-to-time on transactions for public agencies other than Compton. The Firm will not represent any investment bank or underwriter (or any other party to the transaction) in connection with any financing or other matter with respect to which we represent Compton.

The Firm represents various public agencies, including the County of Los Angeles and various public agencies in Los Angeles County, as bond and/or disclosure counsel and on other matters from time to time.

14. **Electronic Communication and Storage Technology**. The Firm uses cell phones, email, wireless networks, cloud-based platforms, and other technology to communicate with others and to transmit or store documents and information. Such technology helps the Firm provide efficient and convenient legal services, but may pose confidentiality and security risks. By signing this Agreement, you consent to the Firm's use of all such technology in connection with this engagement.

15. **Processing Client Personal Information**. In connection with our engagement, you may be required to disclose to the Firm, or the Firm may obtain on your behalf, personal information relating to individuals that the Firm does not otherwise collect for the Firm's own commercial or business purposes ("Client Personal Information"). For example, materials that you provide to the Firm for purposes of due diligence may contain Client Personal Information relating to third parties. You hereby acknowledge, agree and require that the Firm only collect, retain, use, disclose, or otherwise process Client Personal Information as your "service provider" or "data processor," as defined in the California Consumer Privacy Act of 2018 or other data privacy laws, as applicable (collectively, "Data Privacy Laws"), or pursuant to any exception that may apply under Data Privacy Laws regarding the attorney-client relationship. The Firm will not sell Client Personal Information.

The Firm will not collect, retain, use, disclose or otherwise process Client Personal Information for any purpose other than for the purpose of performing services to you pursuant to this engagement letter, unless applicable law requires us to do otherwise. The Firm will not collect, retain, use, disclose, or otherwise process Client Personal Information outside of the Firm's direct relationship with you, unless applicable law requires the Firm to do otherwise. The Firm certifies that the Firm understands these restrictions and will comply with them. These restrictions are not intended to reduce or replace our obligations under applicable rules of professional conduct, including but not limited to the Firm's obligation of confidentiality.

16. **Publicity**. You consent to the Firm's use of your name and logo (if applicable) on our web site and in our marketing materials.

17. **Client Communication**. You hereby designate **Sharon Rahban Navizadeh, City Controller**, to act on your behalf for this matter, and you authorize us to communicate with, and receive directions from, that person and any other person that you may designate in the future.

18. **Authority to Sign**. The person signing this letter on behalf of the City represents that he or she has the full right and authority to do so, and to fully commit and bind the City to this engagement letter.

19. **Miscellaneous**. This Agreement sets forth the entire agreement between you and the Firm, and there is no other or additional understanding between you and the Firm on these subjects. This Agreement supersedes any prior agreements or representations, written or oral, between you and the Firm on these subjects. Any modification or amendment to this Agreement must be in a writing signed by you and the Firm. This agreement shall be governed by California law without reference to its conflict of law principles. If any provision of this Agreement is found to be invalid or unenforceable, that provision shall be deemed modified or removed so that it is valid and enforceable to the fullest extent of the law, and the other provisions of this Agreement shall be unimpaired.

EXHIBIT A

2023 "B" GROUP DISCOUNTED RATES

DEPARTMENT	"B" SHAREHOLDERS	2023 "B" RATE
PUBLIC	VANESSA S. LEGBANDT AND OTHER SHAREHOLDERS	$600.00

DEPARTMENT	"B" ASSOCIATES	2023 "B" RATE
PUBLIC	SENIOR ASSOCIATES	$375.00

ALL "B" GROUP PARALEGALS ARE AT $175.00/HOUR

AND

ALL "B" GROUP LAW CLERKS ARE AT $150/HOUR

EXHIBIT B

SCOPE OF SERVICES
On-Call Disclosure Counsel

The Firm's engagement as On-Call Disclosure Counsel to the City is expected to include the following legal services:

1. Review of Continuing Disclosure Annual Reports prepared by the City or a third party consultant (not the Firm) to confirm compliance with the applicable continuing disclosure certificate or agreement (each, a "Continuing Disclosure Agreement") entered into by the City or a related entity (such as the Successor Agency) and applicable federal securities laws;

2. File such continuing disclosure annual reports as required by such Continuing Disclosure Agreements or confirm such filing has occurred on or before the applicable deadline, if filed by the City or a third party,

3. Assist the City in preparing and filing notices of the occurrence of the events listed in the Continuing Disclosure Agreements (provided that the Firm is not in a position to determine whether such events have occurred; this is the obligation of the City with the assistance of the City's municipal advisor);

4. Provide periodic trainings to City staff and officials regarding the City's obligations under its Continuing Disclosure Agreements and federal securities laws (likely one training per year for staff and one for the City Council; additional trainings should be provided for new or returning officials and staff as appropriate as well), and

5. Provide advice to the City as requested from time to time relating to the City's obligations under its Continuing Disclosure Agreements and federal securities laws, including advice with respect to investor inquiries.

The Firm's services under this Agreement shall not include Bond Counsel or Disclosure Counsel services with respect to a particular new bond offering or other financing unless provided for in a supplement to this Agreement or by separate agreement between the parties.