

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
10/01/2024**

**4:30 PM – CLOSED SESSION
5:30 PM – PUBLIC MEETING**

OPENING

MOMENT OF SILENCE

PLEDGE OF ALLEGIANCE

ROLL CALL

PUBLIC COMMENTS ON CLOSED SESSION ITEMS ONLY

CLOSED SESSION

PUBLIC EMPLOYEE PERFORMANCE EVALUATION

Title: City Controller

Pursuant to California Government Code Section 54957

PUBLIC MEETING – 5:30 PM

REPORT ON CLOSED SESSION ACTION(S)

PUBLIC COMMENTS ON AGENDA ITEMS AND NON-AGENDA MATTERS

CONSENT AGENDA

Consent items are routine and expected to be non-controversial. They will be acted upon by the Council at one time without discussion unless a Council Member requests an item be removed or discussed..

HUMAN RESOURCES

1. A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON AMENDING THE CITY WIDE SALARY SCHEDULE FOR ALL CITY OF COMPTON EMPLOYEES AND RESCINDING RESOLUTION 26,012

REGULAR AGENDA

CITY MANAGER'S REPORT

2. A REQUEST TO SCHEDULE A JOINT PUBLIC HEARING – HOUSING AUTHORITY 2024 PHA ANNUAL PLAN BETWEEN THE CITY COUNCIL AND THE URBAN COMMUNITY DEVELOPMENT COMMISSION ON NOVEMBER 19, 2024 @ 5:45 PM

UNFINISHED BUSINESS

3. A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON AUTHORIZING THE CITY MANAGER TO ISSUE A PURCHASE ORDER WITH JANKOVICH COMPANY FOR THE PURCHASE OF DIESEL FUEL, MOTOR COOLANT AND MOTOR LUBRICANTS FOR THE COMPTON FIRE DEPARTMENT (\$120,000.00).

NEW BUSINESS

4. A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON AUTHORIZING THE CITY MANAGER TO ENTER INTO A TWELVE (12) MONTH AGREEMENT WITH SYLVIA NUNN ANGELS FOR THE LEASE OF CITY-OWNED PROPERTY LOCATED AT 202 NORTH LONG BEACH BOULEVARD
5. A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON AUTHORIZING THE CITY MANAGER TO ENTER INTO A CONTRACT WITH AND ESTABLISH A PURCHASE ORDER FOR THE COUNTY OF LOS ANGELES DEPARTMENT OF ANIMAL CARE AND CONTROL FOR ANIMAL CARE AND CONTROL SERVICES TO THE CITY OF COMPTON FOR FISCAL YEARS 2024-

2025 THROUGH 2028-2029 (\$1,253,279.00)

6. A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON AUTHORIZING THE CITY MANAGER TO ENTER INTO A CONSTRUCTION CONTRACT WITH AND ESTABLISH A PURCHASE ORDER FOR PALP, INC. DBA EXCEL PAVING FOR THE WILMINGTON AVENUE SAFE STREETS PEDESTRIAN/BICYCLE IMPROVEMENT PROJECT, CIP# 18-02 (\$13,856,973.24).
7. A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON RESCINDING RESOLUTION #26,058 AND AUTHORIZING THE CITY MANAGER TO ENTER INTO A MULTI-YEAR PROFESSIONAL SERVICES AGREEMENT WITH VITAL RECORDS CONTROL (VRC) (FORMERLY KNOWN AS URM TECHNOLOGIES) FOR SCANNING SERVICES, AND TO ISSUE A PURCHASE ORDER IN THE AMOUNT OF ONE HUNDRED AND SIXTY THOUSAND DOLLARS (\$160,0000) FOR SERVICES TO BE PROVIDED.
8. A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON AMENDING THE PUBLIC WORKS ENGINEERING DEPARTMENT'S 2024-2025 FISCAL YEAR BUDGET AND AUTHORIZING THE CITY MANAGER TO ENTER INTO A FIRST AMENDMENT OF THE CONSTRUCTION SERVICES AGREEMENT WITH AND ESTABLISH A PURCHASE ORDER FOR BEADOR CONSTRUCTION COMPANY, INC. FOR THE ARTESIA BOULEVARD OVER ALAMEDA STREET AND ACTA/UPRR BRIDGE REPAIR PROJECT, CIP# 23-01 IN THE AMOUNT OF TWO MILLION TWO HUNDRED SEVENTY SEVEN THOUSAND THREE HUNDRED NINETY SEVEN DOLLARS AND EIGHTY FIVE CENTS (\$2,277,397.85)
9. A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON AUTHORIZING THE CITY MANAGER TO OPEN A PURCHASE ORDER WITH BRIGHTVIEW LANDSCAPE SERVICES TO PAY AN INVOICE FOR THE REMOVAL AND REPLACEMENT OF TURF IN THE INFIELD AT JACKIE ROBINSON STADIUM IN THE AMOUNT OF \$21,585.10

COUNCIL COMMENTS

ADJOURNMENT

NEXT REGULAR MEETING: 10/8/2024 5:30 PM

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

October 1, 2024

TO: MAYOR AND CITY COUNCIL MEMBERS

**FROM: WILLIE A. HOPKINS JR.
CITY MANAGER**

**SUBJECT: A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON
AMENDING THE CITY WIDE SALARY SCHEDULE FOR ALL CITY OF
COMPTON EMPLOYEES AND RESCINDING RESOLUTION 26,012**

SUMMARY

The City Council is requested to approve amendments to the salary schedule to correct discrepancies, introduce new positions, and update classifications, and rescind Resolution 26,012. These changes will ensure accuracy and reflect the current organizational structure and compensation practices.

BACKGROUND

The salary schedule needs revisions to address errors and incorporate new roles. Additionally, Resolution 26,012, which previously established the salary schedule, needs to be rescinded to implement these necessary changes effectively. The proposed amendments include adjustments to salary ranges and classifications for several positions to maintain fairness and alignment with job responsibilities.

STATEMENT OF ISSUE

The current salary schedule includes:

- Errors in salary ranges for existing positions.
- The need for new positions to be added to the schedule.
- Updates required for the classifications of certain roles.
- The specific changes needed are:
 1. Addition of the Public Information Officer, Code Enforcement Officer II, Purchasing Officer, and Purchasing Manager.
 2. Correction of salary range for the City Council Assistant.
 3. Adjustment of the Code Enforcement Officer's salary range.
 4. Addition of the Community Center Supervisor.
 5. Removal of Human Resources Director and City Controller from Chief Executive to Confidential.

Rescinding Resolution 26,012: The current Resolution 26,012, which established the prior salary schedule, will be rescinded to accommodate these changes and reflect the updated classifications and salary ranges.

FISCAL IMPACT

The proposed amendments are expected to be accommodated within the current budget. Any additional costs resulting from these changes will be managed through adjustments in other budget areas as necessary. There is no anticipated need for additional funding beyond the existing budget.

RECOMMENDATION

Staff recommends that the City Council adopt the attached Resolution.

DONALD J. GRADY
HUMAN RESOURCES DIRECTOR

APPROVED FOR FORWARDING:

WILLIE A. HOPKINS JR.
CITY MANAGER

RESOLUTION NO. _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON AMENDING THE CITY-WIDE SALARY SCHEDULE FOR ALL CITY OF COMPTON EMPLOYEES.

WHEREAS, the City of Compton recognizes the need to amend the salary schedule to correct discrepancies and accurately reflect current staffing and compensation practices; and

WHEREAS, it is necessary to add the position of Public Information Officer to the salary schedule, classified under Confidential with a salary range of 189 A;

WHEREAS, the salary range for the Purchasing Officer, currently classified under Supervisory, requires correction to Range 152 A; and

WHEREAS, the salary range for the Purchasing Manager, currently classified under Executive, requires correction to Range 185 A; and

WHEREAS, it is necessary to add the position of Code Enforcement Officer II to the salary schedule, classified under Supervisory with a salary range of 141 A; and

WHEREAS, the salary range for the Code Enforcement Officer requires adjustment from Range 119 A to Range 131 A; and

WHEREAS, it is necessary to add the position of Community Center Supervisor to the salary schedule, classified under Supervisory with a salary range of 99 A; and

WHEREAS, the salary range for the City Council Assistant requires adjustment from Range 117 A to Range 123 A; and

WHEREAS, the Human Resources Director and City Controller need to be reclassified from Chief Executive to Confidential; and

WHEREAS, the salaries for the above adjustments are already included in the City's 2024-2025 Fiscal Year budget; therefore, no anticipated fiscal impact will result from approving this requested action.

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 adoption to the Salary Plan for all represented and unrepresented employees within the City of Compton, 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 adoption of this the Salary Plan.

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

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

ADOPTED this _____ day of _____, 2024.

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 this _____ day of _____, 2024.

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

CITY OF COMPTON



SALARY SCHEDULE - A





EFFECTIVE 07/01/2021

TABLE OF CONTENTS

Chief Executive Employees	2
Chief Executive Unclassified	3
Confidential Employees	4
Elected Officials	5
Executive Employees	6
Fire Fighters Association	7
Hourly and Seasonal Employees	8
Maintenance & Trades Employees	12
Miscellaneous Employees	14

Non-Supervisory Employees	15
Public Safety Auxiliary Employees	18
Supervisory Employees	19
Five-Step Salary Ranges	

Published 3/26/2024

ELECTED OFFICIALS SALARY COMPENSATION (As of 07/21)

CITY CLERK	CITY TREASURER	CITY TREASURER
\$ 5,163.34	Base Compensation	\$ 5,163.34
\$ 1,100.00	U C D C	\$ 1,100.00
\$ 966.00	(Records Manager) (Tax & License Director)	\$ 966.00
\$ 1,000.00	Public Finance Authority	\$ 1,000.00
\$ 1,000.00	Housing Development Commission	\$ 1,000.00
\$ 9,229.34	TOTAL MONTHLY SALARY	\$ 9,229.34

CITY ATTORNEY		
\$ 4,786.53	Base Compensation	
\$ 6,666.67	U C D C	
\$ 434.00	Legal Advisor to Boards & Commissions	
\$ 954.00	Risk Management	
\$ 400.49	Public Finance Authority	
\$ 1,000.00	Housing Development Commission	
\$ 14,241.69	TOTAL MONTHLY SALARY	

MAYOR		CITY COUNCIL
\$ 600.00	Elected Official	\$ 600.00
\$ 600.00	TOTAL MONTHLY SALARY	\$ 600.00

CHIEF EXECUTIVE EMPLOYEE

Unclassified

CLASSIFICATION TITLE			
	7/1/2021	7/1/2022	7/1/2023
Assistant City Manager (Unclassified)	233	249 A	249 A
City Manager	250	250	250

A F S C M E

CHIEF EXECUTIVE EMPLOYEES

CLASSIFICATION TITLE	SALARY		
	EFFECTIVE DATE		
	7/1/2021	7/1/2022	7/1/2023
Budget Officer	175	175 A	177 A
Chief Building Official	220	220 A	222 A
Chief of Staff	200	200 A	202 A
City Engineer	220	220 A	222 A
Community Improvement Services Director	187	187 A	189 A
Community Services Director	200	200 A	202 A
Deputy Director of Public Works and Municipal Utilities	192	192 A	194 A
Director of Community Development	221	221 A	223 A
Director of Public Works and Municipal Utilities	192	192 A	194 A
Director of Economic and Grants Management Services	200	200 A	202 A
Director of Employment and Training Services	180	180 A	182 A
Director of General Services	192	192 A	194 A
Director of Information Systems	182	182 A	184 A
Director of Municipal Law Enforcement Services	178	178 A	180 A
Director of Parks and Recreation	204	204 A	206 A
Director of Planning and Economic Development	203	203 A	205 A
Director of Recreation	192	192 A	194 A
Director of Redevelopment	188	188 A	190 A
Fire Chief	225	225 A	227 A
Housing Director	188	188 A	190 A
Human Resources Director	212	212 A	214 A
Municipal Services Director	200	200 A	202 A
Planning Director	184	184 A	186 A
Police Chief	242	242 A	244 A

Special Services Supervisor	149	149 A	151 A
Street Superintendent	176	176 A	178 A
Superintendent of Recreation	150	150 A	152 A
Water Department General Manager	220	220 A	222 A

A F S C M E EXECUTIVE EMPLOYEES

CLASSIFICATION TITLE			
	7/1/2021	7/1/2022	7/1/2023
Assistant City Engineer	178	178 A	180 A
Assistant Director of Employment and Training Services	153	153 A	155 A
Assistant Police Chief	203	203 A	205 A
Assistant Water Department General Manager	166	166 A	168 A
Cable and Public Affairs Manager	178	178 A	180 A
Chief Deputy City Attorney	203	203 A	205 A
Chief Deputy City Clerk	149	149 A	151 A
Chief Deputy City Treasurer	149	149 A	151 A
Community Development and Planning Coordinator	166	166 A	168 A
Data Processing Division Supervisor	179	179 A	181 A
Deputy City Attorney I	158	158 A	160 A
Deputy City Attorney II	173	173 A	175 A
Deputy City Attorney III	188	188 A	190 A
Deputy City Controller	176	176 A	178 A
Deputy Director of General Services	153	153 A	155 A
Deputy Director of Redevelopment	178	178 A	180 A
Deputy Director of Public Works & Municipal Utilities	190	190 A	192 A
Deputy Fire Chief	197	197 A	199 A
Deputy Housing Director	156	156 A	158 A
Deputy Planning Director	169	169 A	171 A
Fire Battalion Chief	186	186 A	188 A
Grants Compliance Manager	167	167 A	169 A
Grants Manager	167	167 A	169 A
Housing Manager	166	166 A	168 A
Housing Services Supervisor	146	146 A	148 A

Human Resources Analyst	156	156 A	158 A
Internal Auditor	159	159 A	161 A
Legal Analyst/Police Inspector	185	185 A	187 A
Planning Manager	168	168 A	170 A
Police Records Supervisor	171	171 A	173 A
Purchasing Manager	183	183 A	185 A
Redevelopment Manager	168	168 A	170 A
Risk Manager	194	194 A	196 A
Special Assistant to the City Manager	154	154 A	156 A
Special Services Manager	178	178 A	180 A
Superintendent of Parks	150	150 A	152 A
Workers Compensation Claims Administrator	177	177 A	179 A

CONFIDENTIAL EMPLOYEES

CLASSIFICATION TITLE			
	7/1/2021	7/1/2022	7/1/2023
City Controller	229	229 A	231 A
Council Liaison Officer	115	121 A	123 A
Deputy Director of Human Resources	176	176 A	178 A
Human Resources Director	212	212 A	214 A
Human Resource Specialist	130	130 A	132 A
Labor Relations Analyst	150	150 A	152 A
Labor Relations Officer	142	142 A	144 A
Legal Secretary	118	118 A	120 A
Police Legal Advisor	183	183 A	185 A
Public Information Officer			189 A
Secretary to the City Manager	128	128 A	130 A
Secretary to the Mayor and Council	123	123 A	125 A

FIRE FIGHTERS ASSOCIATION

CLASSIFICATION TITLE			
	7/1/2021	7/1/2022	7/1/2023
Fire Captain	178	178 A	182 A
Fire Engineer	162	162 A	166 A
Fire Fighter	146	146 A	150 A

HOURLY AND SEASONAL EMPLOYEES

CLASSIFICATION TITLE	HOURLY PAY RATE EFFECTIVE DATE		
	7/1/2021	7/1/2022	7/1/2023
Accounts Payable Supervisor	118	118 A	120 A
Administrative Clerk	76	76 A	78 A
Administrative Clerk/City Clerk's Office	72	72 A	74 A
Administrative Intern, Jr.	\$17.55	64 A	67 A
Administrative Intern, Sr	\$20.44	80 A	80 A
Ambulance Operator	26	55 A	67 A
Audio Engineer	106	106 A	106 A
Cashier*	\$17.61	65 A	67 A
Chief of Survey Party	117	117 A	117 A
City Council Assistant	\$26.95	115 A	117 A
Community Services Officer	82	82 A	82 A
Community Service Worker*	\$15.00	55 A	67 A
Construction Manager	\$38.85	145 A	145 A
Construction Worker Trainee*	\$15.00	55 A	67 A
Construction Worker I	\$19.22	74 A	74 A
Construction Worker II	\$25.63	103 A	103 A
Crossing Guard	\$20.34	79 A	79 A
Custodian Superintendent	133	133 A	135 A
Equipment Operator, Grade I	78	78 A	78 A
Field Coordinator	\$32.05	125 A	125 A
File Clerk	\$17.92	66 A	67 A
Fire Prevention Assistant (Res# 23,686 approved 01/22/13)	\$21.93	87 A	87 A
Firefighter Trainee	78	78 A	82 A

Helping for Posting Notices	\$17.55	66 A	67 A
Jailer	96	96 A	96 A
Laboratory Assistant	46	55 A	67 A
Lifeguard	\$23.40	94 A	94 A
Locker Room Attendant	\$17.61	66 A	67 A
Maintenance Assistant	\$17.71	66 A	67 A
Maintenance Laborer Trainee	\$17.63	66 A	67 A
Management Aide - 40 Hours	\$19.74	76 A	76 A
Management Aide - 36 Hours	\$21.94	87 A	87 A
Management Analyst	\$36.57	139 A	139 A
Management Assistant - 40 Hours	\$26.33	106 A	106 A
Management Assistant - 36 Hours	\$29.26	117 A	117 A
Matron	64	64 A	67 A
Neighborhood Preservation Coordinator	133	133 A	133 A
Network Administrator	\$46.09	162 A	162 A
Network Administrator, Assistant	\$38.90	147 A	147 A
Network PC Specialist	\$26.14	105 A	105 A
Police Records Technician	81	81 A	81 A
Police Records Technician, Senior	91	91 A	91 A
Police Records Technician, Supervising	105	105 A	105 A
Police Recruit	113	113 A	113 A
Police Subpoena/Timekeeping Technician	93	93 A	93 A
Production Aide I	\$15.86	55 A	67 A
Production Aide II	\$19.22	74 A	74 A
Program Manager	\$53.33	177 A	177 A
Project Administrative/Public Affairs Officer	\$32.21	126 A	126 A
Project Construction Inspector	\$33.50	130 A	130 A
Property Management Specialist	133	133 A	133 A
Property Officer	88	88 A	88 A
Public Access Coordinator	\$19.22	76 A	76 A
Public and Community Affairs Officer	142	142 A	144 A

Purchasing Officer	142	142 A	144 A
Receiving/Delivery Clerk	\$17.63	66 A	67 A
Receptionist Clerk	\$18.28	68 A	68 A
Recreation Activities Specialist	\$18.99	72 A	72 A
Recreation Aide	\$17.95	67 A	67 A
Recreation and Community Services Supervisor	123	123 A	123 A
Redevelopment Construction Manager	161	161 A	161 A
Registered Sanitarian	133	133 A	133 A
Rehabilitation Inspector, Senior	132	132 A	132 A
Reporgraphics Services Manager	142	142 A	142 A
Resident Construction Engineer	\$37.03	140 A	140 A
Secretary to the Mayor	\$30.55	121 A	123 A
Software Application Specialist	\$27.30	109 A	109 A
Special Project Coordinator	\$19.65	76 A	76 A
Special Services Aide	\$16.52	58 A	67 A
Special Services Aide Trainee	\$17.55	64 A	67 A
Superintendent of Parks	144	144 A	146 A
Swim Pool Manageer	\$25.15	101 A	101 A
Swim Pool Manager, Assistant	\$18.59	70 A	70 A
Systems Analyst	130	130 A	130 A
Televillage Client Service Representative	88	88 A	88 A
Televillage Facilities Director	129	129 A	129 A
Volunteer Program Coordinator	\$16.93	61 A	67 A
Volunteer Program Manager	\$30.35	120 A	120 A
Windows NT Administrator	\$32.79	128 A	128 A
Youth Services Coordinator	92	92 A	92 A
Youth Services Intern, Junior*	\$15.00	55 A	67 A
Youth Services Intern, Senior	\$16.52	58 A	67 A

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A F S C M E (NON-SUPERVISORY)

CLASSIFICATION TITLE	SALARY RANGE EFFECTIVE DATE		
	7/1/2021	7/1/2022	7/1/2023
Account Clerk I	82	82 A	84 A
Account Clerk II	96	96 A	98 A
Accountant I	138	138 A	140 A
Accountant II	154	154 A	156 A
Accounting Specialist	104	104 A	106 A
Administrative Analyst I	120	120 A	122 A
Administrative Analyst II	138	138 A	140 A
Administrative Assistant	112	112 A	114 A
Administrative Specialist	104	104 A	106 A
Assistant Building Inspector	103	103 A	105 A
Assistant Civil Engineer	133	133 A	135 A
Assistant Planner	137	137 A	139 A
Associate Planner	151	151 A	153 A
Benefits Coordinator	138	138 A	140 A
Building and Permit Technician	86	86 A	88 A
Building Inspector I	128	128 A	130 A
Business License Inspector	129	129 A	131 A
Cable TV Production Specialist	121	121 A	123 A
Case Manager	107	107 A	109 A
Cashier/Clerk	73	73 A	75 A
Claims Technician	104	104 A	106 A
Code Enforcement Aide	64	64 A	66 A
Code Enforcement Officer I	129	129 A	131 A
Collections Officer I	117	117 A	119 A
Collections Officer II	147	147 A	149 A

Community Liaison Officer	98	98 A	100 A
Community Outreach Specialist	96	96 A	98 A
Computer Operator	108	108 A	110 A
Customer Service Representative	108	108 A	110 A
Data Entry Operator Clerk	94	94 A	96 A
Data Entry Operator Clerk, Senior	108	108 A	110 A
Draftsperson Assistant	85	85 A	87 A
Eligibility and Occupancy Interviewer	88	88 A	90 A
Employment and Training Program Specialist	94	94 A	96 A
Employment and Training Program Specialist, Sr.	124	124 A	126 A
Engineering Clerk	83	83 A	85 A
Family Self-Sufficiency Project Coordinator	128	128 A	130 A
Financial Counselor	100	100 A	102 A
Graphics Designer	109	109 A	111 A
Housing Eligibility Specialist	126	126 A	128 A
Housing Rehabilitation Inspector	129	129 A	131 A
Housing Rehabilitation Specialist	126	126 A	128 A
Identification Technician	90	90 A	92 A
Information Systems Analyst	105	105 A	107 A
Keypunch Operator	78	78 A	80 A
Leased Housing Assistant	110	110 A	112 A
Leased Housing Specialist	126	126 A	128 A
Legal Assistant	120	120 A	122 A
Legal Technician	104	104 A	106 A
Office Aide	49	49 A	51 A
Office Assistant I	65	65 A	67 A
Office Assistant II	76	76 A	78 A
Office Assistant III	86	86 A	88 A
Para-Transit Dispatcher	67	67 A	69 A
Para-Transit Driver	67	67 A	69 A
PBX Operator/Clerk I	64	64 A	66 A

PBX Operator/Clerk II	81	81 A	83 A
Personnel Technician	104	104 A	106 A
Planning Technician	115	115 A	117 A
Printing and Duplicating Technician	81	81 A	83 A
Program Development Coordinator	110	110 A	112 A
Program Development Specialist	137	137 A	139 A
Project Coordinator	110	110 A	112 A
Property Inspector	105	105 A	107 A
Public Affairs Specialist	111	111 A	113 A
Purchasing Agent	114	114 A	116 A
Recreation Leader	89	89 A	91 A
Recreation Leader/Senior Citizens Program	89	89 A	91 A
Redevelopment Aide	58	58 A	60 A
Redevelopment Assistant	90	90 A	92 A
Redevelopment Technician I	121	121 A	123 A
Redevelopment Technician II	137	137 A	139 A
Rehabilitation Assistant	100	100 A	102 A
Relocation Specialist	95	95 A	97 A
Reprographics Equipment Operator I	85	85 A	87 A
Reprographics Equipment Operator II	103	103 A	105 A
Statistical Clerk	74	74 A	76 A
Substance Abuse Counselor	111	111 A	113 A
Tenant Relations Assistant	104	104 A	106 A
Tenant Relations Specialist	110	110 A	112 A
Training and Services Assistant	82	82 A	84 A
Training and Services Coordinator	124	124 A	126 A
Utility Billing Specialist	108	108 A	110 A
Video Production Specialist	76	76 A	78 A

A F S C M E

(SUPERVISORY)

CLASSIFICATION TITLE	Effective Date		
	7/1/2021	7/1/2022	7/1/2023
Accounting Supervisor	166	166 A	168 A
Assistant Recycling Coordinator	127	127 A	129 A
Associate Civil Engineer	143	143 A	145 A
Associate Traffic Engineer	134	134 A	136 A
Building Inspector II	140	140 A	142 A
Building Maintenance Supervisor	149	149 A	151 A
Business Licensing Supervisor	140	140 A	142 A
Cable Production Supervisor	137	137 A	139 A
Claims Examiner	138	138 A	140 A
Code Enforcement Manager	177	177 A	179 A
Code Enforcement Officer II	139	139A	141A
Community Center Supervisor	97	97 A	99 A
Community Development Block Grant Coordinator	153	153 A	155 A
Community Development Specialist	141	141 A	143 A
Computer Technician	139	139 A	141 A
Construction and Maintenance Supervisor	158	158 A	160 A
Contract Administrator	158	158 A	160 A
Contract Compliance Officer	133	133 A	135 A
Cross Connection Control Investigator	137	137 A	139 A
Custodian Foreman	129	129 A	131 A
Customer Services Supervisor	133	133 A	135 A
Data Processing Equipment Supervisor	124	124 A	126 A

Deputy City Clerk	133	133 A	135 A
Deputy City Treasurer	133	133 A	135 A
Development Services Coordinator	145	145 A	147 A
Economic Development Specialist	138	138 A	140 A
Emergency Management Coordinator	153	153 A	155 A
Equipment Maintenance Supervisor	146	146 A	148 A
Executive Assistant	133	133 A	135 A
Financial Analyst	151	151 A	153 A
Fire Protection Specialist I	128	128 A	130 A
Fire Protection Specialist II	143	143 A	145 A
Fiscal Coordinator	138	138 A	140 A
Grants Coordinator	138	138 A	140 A
Help Desk Technician	112	112 A	114 A
Housing Rehabilitation Supervisor	147	147 A	149 A
Housing Services Supervisor	146	146 A	148 A
Information Systems Engineer/Administrator	176	176 A	178 A
Legislative Analyst	139	139 A	141 A
Liability Claims Coordinator	152	152 A	154 A
Maintenance Superintendent	147	147 A	149 A
Mechanic Foreman	129	129 A	131 A
Neighborhood Center Manager	126	126 A	128 A
Paralegal	146	146 A	148 A
Parks Maintenance Supervisor	144	144 A	146 A
Payroll Services Supervisor	139	139 A	141 A
Printing Services Supervisor	149	149 A	151 A
Programmer Analyst	138	138 A	140 A
Project Manager	160	160 A	162 A
Purchasing Officer	150	150 A	152 A
Recreation Supervisor	128	128 A	130 A
Recycling Coordinator	139	139 A	141 A
Security Services Supervisor	139	139 A	141 A

Senior Administrative Analyst	151	151 A	153 A
Senior Building Inspector	166	166 A	168 A
Senior Civil Engineer	165	165 A	167 A
Senior Community Development Specialist	156	156 A	158 A
Senior Economic Development	153	153 A	155 A
Senior Personnel Technician	124	124 A	126 A
Senior Planner	166	166 A	168 A
Senior Program Development Specialist	158	158 A	160 A
Senior Rehabilitation Loan Officer	140	140 A	142 A
Special Events Coordinator	112	112 A	114 A
Street Foreman	128	128 A	130 A
Street Maintenance Supervisor	144	144 A	146 A
Systems Coordinator	158	158 A	160 A
Traffic and Lighting Foreman	142	142 A	144 A
Traffic Engineer	158	158 A	160 A
Water Construction and Maintenance Supervisor	151	151 A	153 A
Water Operations and Division Supervisor	158	158 A	160 A
Water Production and Distribution Supervisor	158	158 A	160 A

S E I U

MAINTENANCE & TRADES UNIT

CLASSIFICATION TITLE	SALARY RANGE EFFECTIVE DATE		
	7/1/2021	7/1/2022	7/1/2023
Air Conditioning Mechanic	125	125 A	127 A
Air Conditioning Serviceworker	101	101 A	103 A
Anti-Graffiti Painter	94	94 A	96 A
Assistant Electrician	101	101 A	103 A
Automotive Serviceworker	73	73 A	75 A
Automotive Service Leadworker	83	83 A	85 A
Carpenter	136	136 A	138 A
Concrete Crew Leadworker	101	101 A	103 A
Concrete Maintenance Worker	85	85 A	87 A
Concrete Repairworker	91	91 A	93 A
Custodian	80	80 A	82 A
Custodian Leadworker	108	108 A	110 A
Electrical Inspector	111	111 A	113 A
Electrical Maintenance Worker	88	88 A	90 A
Electrician	136	136 A	138 A
Engineering Aide	93	93 A	95 A
Equipment Operator, Grade I	79	79 A	81 A
Equipment Operator, Grade II	87	87 A	89 A
Equipment Operator, Grade III	101	101 A	103 A
Facilities Maintenance Worker I	91	91 A	93 A
Facilities Maintenance Worker II	101	101 A	103 A
Facilities Maintenance Worker III	115	115 A	117 A
Greenskeeper	93	93 A	95 A
Heavy Equipment Mechanic	128	128 A	130 A
Helicopter Mechanic	137	137 A	139 A

Laborer	69	69 A	71 A
Maintenance Assistant	49	49 A	51 A
Maintenance Worker I	95	95 A	97 A
Maintenance Worker II	107	107 A	109 A
Maintenance Leadworker	119	119 A	121 A
Mechanic	107	107 A	109 A
Mechanic Assistant	93	93 A	95 A
Mechanic Leadworker	113	113 A	115 A
Meter Reader II	121	121 A	123 A
Meter Repair Worker I	79	79 A	81 A
Meter Repair Worker II	87	87 A	89 A
Painter Crew Leadworker	101	101 A	103 A
Painter	94	94 A	96 A
Painter II	114	114 A	116 A
Park Gardener/Caretaker	73	73 A	75 A
Park Gardener/Caretaker, Trainee	58	58 A	60 A
Parks Maintenance Worker I	95	95 A	97 A
Parks Maintenance Worker II	107	107 A	109 A
Parks Maintenance Leadworker	119	119 A	121 A
Plumber	136	136 A	138 A
Public Works Inspector	111	111 A	113 A
Public Works Inspector, Assistant	93	93 A	95 A
Pump Operator	128	128 A	130 A
Senior Engineering Aide	108	108 A	110 A
Senior Park Gardener/Caretaker	83	83 A	85 A
Senior Pump Operator	143	143 A	145 A
Senior Maintenance Crew Lead Worker	101	101 A	103 A
Senior Maintenance Worker	83	83 A	85 A
Small Engine Mechanic	93	93 A	95 A
Sprinkler Systems Serviceworker	91	91 A	93 A
Storekeeper	101	101 A	103 A

Street Maintenance Leadworker	101	101 A	103 A
Street Sub-Foreman	83	83 A	85 A
Street Sweeper Operator	97	97 A	99 A
Traffic Painter	87	87 A	89 A
Traffic Painter Helper	74	74 A	76 A
Traffic Sign Maintenance Worker	132	132 A	134 A
Traffic Signal Technician	132	132 A	134 A
Tree Trimmer	89	89 A	91 A
Tree Trimmer Leadworker	101	101 A	103 A
Wastewater Technician	127	127 A	129 A
Water Serviceworker, Grade I	115	115 A	117 A
Water Serviceworker, Grade II	128	128 A	130 A
Water Serviceworker, Grade III	143	143 A	145 A

S E I U

PUBLIC SAFETY AUXILIARY UNIT

CLASSIFICATION TITLE	SALARY RANGE EFFECTIVE DATE		
	7/1/2021	7/1/2022	7/1/2023
Lead Parking Control Officer	98	98 A	100 A
Lead Security Officer	125	125 A	127 A
Parking Control Officer	93	93 A	95 A
Security Officer	120	120 A	122 A
Security Services Coordinator	139	139 A	141 A



**CITY OF COMPTON
SALARY RANGES "A"**

	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 \$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	\$21,104.40 \$1,758.70 \$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
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	\$20,898.00 \$1,741.50	\$21,736.50 \$1,811.38	\$22,600.80 \$1,883.40	\$23,503.80 \$1,958.65

19	\$773.01 \$9.6626	\$803.77 \$10.0472	\$836.02 \$10.4502	\$869.27 \$10.8658	\$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 \$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	\$24,445.50 \$2,037.13 \$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
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 \$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	\$28,315.50 \$2,359.63 \$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	\$25,671.00 \$2,139.25	\$26,690.10 \$2,224.18	\$27,760.80 \$2,313.40	\$28,870.20 \$2,405.85

40	\$949.14 \$11.8642	\$987.34 \$12.3419	\$1,026.54 \$12.8210	\$1,067.72 \$13.3466	\$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
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	\$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
	\$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 \$14.5744	\$1,212.60 \$15.1575	\$1,261.22 \$15.7652	\$1,311.83 \$16.3978	\$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 \$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	\$38,003.40 \$3,166.95 \$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	\$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

82	\$1,433.38 \$17.9173	\$1,490.44 \$18.6305	\$1,549.99 \$19.3752	\$1,612.01 \$20.1500	\$1,676.51 \$20.9563
83	\$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	\$42,337.80 \$3,528.15 \$1,628.38 \$20.3547	\$44,027.70 \$3,668.98 \$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
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	\$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
	\$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

103	\$1,761.34 \$22.0168	\$1,831.80 \$22.8975	\$1,905.23 \$23.8153	\$1,981.63 \$24.7705	\$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
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 \$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	\$59,159.40 \$4,929.95 \$2,275.37 \$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	\$2,336.83
	\$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

124	\$2,164.73 \$27.0589	\$2,252.53 \$28.1567	\$2,344.33 \$29.3041	\$2,439.58 \$30.4948	\$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 \$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	\$68,692.50 \$5,724.38 \$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	\$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
	\$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
145	\$69,376.20	\$72,188.40	\$75,129.60	\$78,174.00	\$81,347.40
	\$5,781.35	\$6,015.70	\$6,260.80	\$6,514.50	\$6,778.95

145	\$2,668.31 \$33.3539	\$2,776.48 \$34.7059	\$2,889.60 \$36.1200	\$3,006.69 \$37.5836	\$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
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	\$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

100	\$3,288.51 \$41.1064	\$3,421.97 \$42.7747	\$3,560.40 \$44.5050	\$3,704.78 \$46.3097	\$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 \$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	\$107,457.00 \$8,954.75 \$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
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	\$109,611.30 \$9,134.28	\$114,074.70 \$9,506.23	\$118,692.90 \$9,891.08	\$123,517.50 \$10,293.13

187	\$4,051.59 \$50.6449	\$4,215.82 \$52.6978	\$4,387.48 \$54.8436	\$4,565.12 \$57.0639	\$4,750.67 \$59.3834
188	\$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	\$124,755.90 \$10,396.33 \$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
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	\$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

200	\$4,993.79 \$62.4224	\$5,197.21 \$64.9651	\$5,408.57 \$67.6072	\$5,627.87 \$70.3484	\$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
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 \$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	\$168,203.10 \$14,016.93 \$6,469.35 \$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
223	\$150,762.30	\$156,876.90	\$163,249.50	\$169,880.10	\$176,781.60
	\$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

229	\$6,155.28 \$76.9411	\$6,405.35 \$80.0668	\$6,665.33 \$83.3166	\$6,935.73 \$86.6967	\$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 \$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	\$195,267.30 \$16,272.28 \$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	\$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	\$194,330.00	\$202,430.00	\$210,860.00	\$219,650.00	\$228,800.00
	\$16,194.17	\$16,869.17	\$17,571.67	\$18,304.17	\$19,066.67
	\$7,474.23	\$7,785.77	\$8,110.00	\$8,448.08	\$8,800.00
	\$93.4279	\$97.3221	\$101.3750	\$105.6010	\$110.0000
250	\$220,840.00	\$230,040.00	\$239,620.00	\$250,000.00	\$260,000.00
	\$18,403.33	\$19,170.00	\$19,968.33	\$20,833.33	\$21,666.67

200	\$8,493.85	\$8,847.69	\$9,216.15	\$9,615.38	\$10,000.00
	\$106.1731	\$110.5962	\$115.2019	\$120.1923	\$125.0000

1 A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
2 COMPTON APPROVING AN ADOPTION OF A CITY-WIDE
3 SALARY SCHEDULE FOR ALL CITY OF COMPTON
4 EMPLOYEES.

5 WHEREAS, the City of Compton has completed bargaining for the fiscal
6 years of 2019-2024 with the four (4) local unions; and

7 WHEREAS, the negotiations have resulted in an agreement with all unions
8 to increase the salaries; and

9 WHEREAS, the City Manager has agreed to provide a salary increase to
10 Unrepresented Employees within the City of Compton; and

11 WHEREAS, it is in the best interest of the City to adopt a salary schedule
12 to accommodate all city employees; and

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

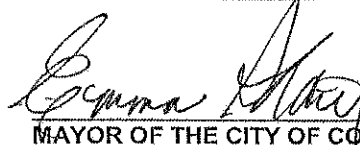
15 Section 1. That the City Council of the City of Compton does hereby
16 approve the adoption to the Salary Plan for all represented and unrepresented
17 employees within the City of Compton, a copy of which is attached hereto and
18 incorporated herein by reference.

19 Section 2. That the City Manager is hereby directed to execute and
20 implement the adoption of this the Salary Plan.

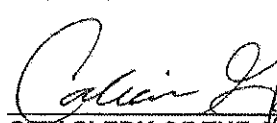
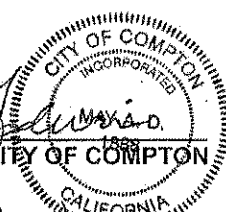
21 Section 3. That a certified copy of this Resolution shall be forwarded to
22 the offices of the City Clerk, City Attorney, City Manager, City Controller, and the
23 Human Resources Department.

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

26 ADOPTED this 16th day of APRIL, 2024.

27 
28 MAYOR OF THE CITY OF COMPTON

29 ATTEST:

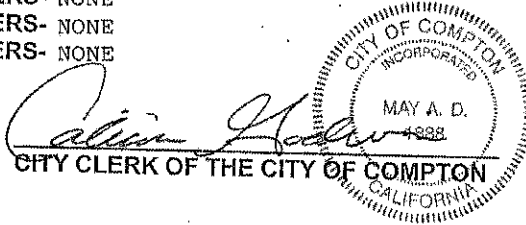
30 
31 
32 CITY CLERK OF THE CITY OF COMPTON

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 16th day of APRIL, 2024.

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

AYES: COUNCIL MEMBERS- DUHART, SPICER, BOWERS, DARDEN, SHARIF
NOES: COUNCIL MEMBERS- NONE
ABSENT: COUNCIL MEMBERS- NONE
ABSTAIN: COUNCIL MEMBERS- NONE



CITY OF COMPTON SALARY SCHEDULE - A

EFFECTIVE 07/01/2022

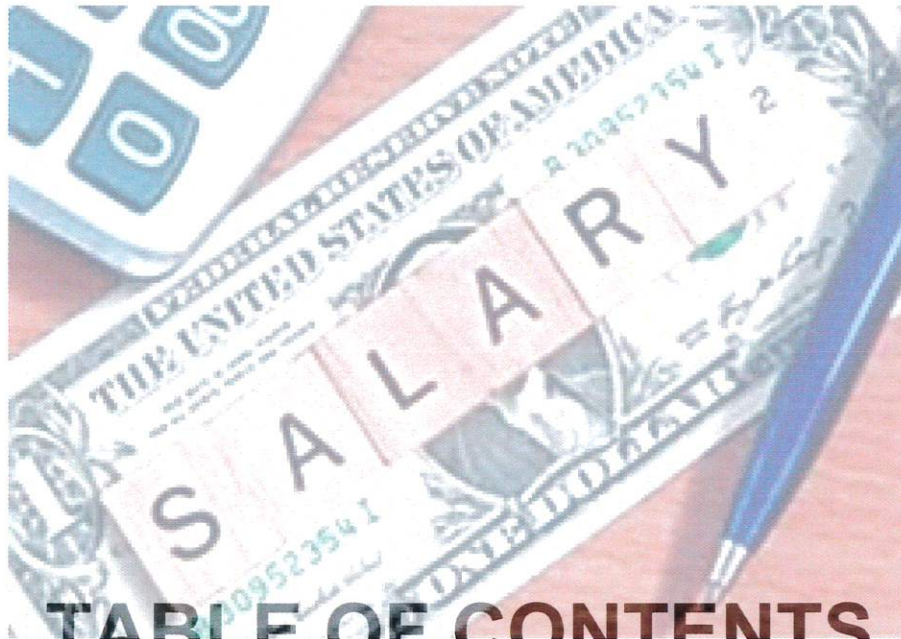


TABLE OF CONTENTS

AFSCME 2325 Chief Executive Employees	3
Chief Executive Unclassified	4
Confidential Employees	5
Elected Officials	6
AFSCME 2325 Executive	7
AFSCME 2325 Supervisory	8
AFSCME 3947 Non-Supervisory	10
Fire Fighters Association Local 2216	12
SEIU 721 Maintenance & Trades	13
SEIU 721 Public Safety Auxiliary	15
Hourly and Seasonal Employees	16
Five-Step Salary Ranges	18

A F S C M E

CHIEF EXECUTIVE EMPLOYEES

CLASSIFICATION TITLE	SALARY		
	EFFECTIVE DATE		
	7/1/2021	7/1/2022	7/1/2023
Budget Officer	175	175 A	177 A
Chief Building Official	220	220 A	222 A
Chief of Staff	200	200 A	202 A
City Controller	229	229 A	231 A
City Engineer	220	220 A	222 A
Community Improvement Services Director	187	187 A	189 A
Community Services Director	200	200 A	202 A
Deputy Director of Public Works and Municipal Utilities	192	192 A	194 A
Director of Community Development	221	221 A	223 A
Director of Public Works and Municipal Utilities	192	192 A	194 A
Director of Economic and Grants Management Services	200	200 A	202 A
Director of Employment and Training Services	180	180 A	182 A
Director of General Services	192	192 A	194 A
Director of Information Systems	182	182 A	184 A
Director of Municipal Law Enforcement Services	178	178 A	180 A
Director of Parks and Recreation	204	204 A	206 A
Director of Planning and Economic Development	203	203 A	205 A
Director of Recreation	192	192 A	194 A
Director of Redevelopment	188	188 A	190 A
Fire Chief	225	225 A	227 A
Housing Director	188	188 A	190 A
Human Resources Director	212	212 A	214 A
Municipal Services Director	200	200 A	202 A
Planning Director	184	184 A	186 A
Police Chief	242	242 A	244 A
Special Services Supervisor	149	149 A	151 A
Street Superintendent	176	176 A	178 A
Superintendent of Recreation	150	150 A	152 A
Water Department General Manager	220	220 A	222 A

CHIEF EXECUTIVE EMPLOYEE
Unclassified

CLASSIFICATION TITLE			
	7/1/2021	7/1/2022	7/1/2023
Assistant City Manager (Unclassified)	233	249 A	249 A
City Manager	250	250	250 A

CONFIDENTIAL EMPLOYEES

CLASSIFICATION TITLE			
	7/1/2021	7/1/2022	7/1/2023
Council Liaison Officer	115	115 A	117 A
Deputy Director of Human Resources	176	176 A	178 A
Human Resource Specialist	130	130 A	132 A
Labor Relations Analyst	150	150 A	152 A
Labor Relations Officer	142	142 A	144 A
Legal Secretary	118	118 A	120 A
Police Legal Advisor	183	183 A	185 A
Secretary to the City Manager	128	128 A	130 A
Secretary to the Mayor and Council	123	123 A	125 A

ELECTED OFFICIALS SALARY COMPENSATION

CITY CLERK	CITY TREASURER	CITY TREASURER
\$ 5,163.34	Base Compensation	\$ 5,163.34
\$ 1,100.00	U C D C	\$ 1,100.00
\$ 966.00	(Records Manager) (Tax & License Director)	\$ 966.00
\$ 1,000.00	Public Finance Authority	\$ 1,000.00
\$ 1,000.00	Housing Development Commission	\$ 1,000.00
\$ 9,229.34	TOTAL MONTHLY SALARY	\$ 9,229.34

CITY ATTORNEY		
\$ 4,786.53	Base Compensation	
\$ 6,666.67	U C D C	
\$ 434.00	Legal Advisor to Boards & Commissions	
\$ 954.00	Risk Management	
\$ 400.49	Public Finance Authority	
\$ 1,000.00	Housing Development Commission	
\$ 14,241.69	TOTAL MONTHLY SALARY	

MAYOR		CITY COUNCIL
\$ 600.00	Elected Official	\$ 600.00
\$ 600.00	TOTAL MONTHLY SALARY	\$ 600.00

A F S C M E 2325**EMPLOYEES****EXECUTIVE**

CLASSIFICATION TITLE			
	7/1/2021	7/1/2022	7/1/2023
Assistant City Engineer	178	178 A	180 A
Assistant Director of Employment and Training Services	153	153 A	155 A
Assistant Police Chief	203	203 A	205 A
Assistant Water Department General Manager	166	166 A	168 A
Cable and Public Affairs Manager	178	178 A	180 A
Chief Deputy City Attorney	203	203 A	205 A
Chief Deputy City Clerk	149	149 A	151 A
Chief Deputy City Treasurer	149	149 A	151 A
Community Development and Planning Coordinator	166	166 A	168 A
Data Processing Division Supervisor	179	179 A	181 A
Deputy City Attorney I	158	158 A	160 A
Deputy City Attorney II	173	173 A	175 A
Deputy City Attorney III	188	188 A	190 A
Deputy City Controller	176	176 A	178 A
Deputy Director of General Services	153	153 A	155 A
Deputy Director of Redevelopment	178	178 A	180 A
Deputy Director of Public Works & Municipal Utilities	190	190 A	192 A
Deputy Fire Chief	197	197 A	199 A
Deputy Housing Director	156	156 A	158 A
Deputy Planning Director	169	169 A	171 A
Fire Battalion Chief	186	186 A	188 A
Grants Compliance Manager	167	167 A	169 A
Grants Manager	167	167 A	169 A
Housing Manager	166	166 A	168 A
Housing Services Supervisor	146	146 A	148 A
Human Resources Analyst	156	156 A	158 A
Internal Auditor	159	159 A	161 A
Legal Analyst/Police Inspector	185	185 A	187 A
Planning Manager	168	168 A	170 A
Police Records Supervisor	171	171 A	173 A
Redevelopment Manager	168	168 A	170 A
Risk Manager	194	194 A	196 A
Special Assistant to the City Manager	154	154 A	156 A
Special Services Manager	178	178 A	180 A
Superintendent of Parks	150	150 A	152 A
Workers Compensation Claims Administrator	177	177 A	179 A

A F S C M E 2325

SUPERVISORY EMPLOYEES

CLASSIFICATION TITLE	Effective Date		
	7/1/2021	7/1/2022	7/1/2023
Accounting Supervisor	166	166 A	168 A
Assistant Recycling Coordinator	127	127 A	129 A
Associate Civil Engineer	143	143 A	145 A
Associate Traffic Engineer	134	134 A	136 A
Building Inspector II	140	140 A	142 A
Building Maintenance Supervisor	149	149 A	151 A
Business Licensing Supervisor	140	140 A	142 A
Cable Production Supervisor	137	137 A	139 A
Claims Examiner	138	138 A	140 A
Code Enforcement Manager	177	177 A	179 A
Community Development Block Grant Coordinator	153	153 A	155 A
Community Development Specialist	141	141 A	143 A
Computer Technician	139	139 A	141 A
Construction and Maintenance Supervisor	158	158 A	160 A
Contract Administrator	158	158 A	160 A
Contract Compliance Officer	133	133 A	135 A
Cross Connection Control Investigator	137	137 A	139 A
Custodian Foreman	129	129 A	131 A
Customer Services Supervisor	133	133 A	135 A
Data Processing Equipment Supervisor	124	124 A	126 A
Deputy City Clerk	133	133 A	135 A
Deputy City Treasurer	133	133 A	135 A
Development Services Coordinator	145	145 A	147 A
Economic Development Specialist	138	138 A	140 A
Emergency Management Coordinator	153	153 A	155 A
Equipment Maintenance Supervisor	146	146 A	148 A
Executive Assistant	133	133 A	135 A
Financial Analyst	151	151 A	153 A
Fire Protection Specialist I	128	128 A	130 A
Fire Protection Specialist II	143	143 A	145 A
Fiscal Coordinator	138	138 A	140 A
Grants Coordinator	138	138 A	140 A
Help Desk Technician	112	112 A	114 A
Housing Rehabilitation Supervisor	147	147 A	149 A
Housing Services Supervisor	146	146 A	148 A
Information Systems Engineer/Administrator	176	176 A	178 A

CLASSIFICATION TITLE	Effective Date		
	7/1/2021	7/1/2022	7/1/2023
Legislative Analyst	139	139 A	141 A
Liability Claims Coordinator	152	152 A	154 A
Maintenance Superintendent	147	147 A	149 A
Mechanic Foreman	129	129 A	131 A
Neighborhood Center Manager	126	126 A	128 A
Paralegal	146	146 A	148 A
Parks Maintenance Supervisor	144	144 A	146 A
Payroll Services Supervisor	139	139 A	141 A
Printing Services Supervisor	149	149 A	151 A
Programmer Analyst	138	138 A	140 A
Project Manager	160	160 A	162 A
Recreation Supervisor	128	128 A	130 A
Recycling Coordinator	139	139 A	141 A
Security Services Supervisor	139	139 A	141 A
Senior Administrative Analyst	151	151 A	153 A
Senior Building Inspector	166	166 A	168 A
Senior Civil Engineer	165	165 A	167 A
Senior Community Development Specialist	156	156 A	158 A
Senior Economic Development	153	153 A	155 A
Senior Personnel Technician	124	124 A	126 A
Senior Planner	166	166 A	168 A
Senior Program Development Specialist	158	158 A	160 A
Senior Rehabilitation Loan Officer	140	140 A	142 A
Special Events Coordinator	112	112 A	114 A
Street Foreman	128	128 A	130 A
Street Maintenance Supervisor	144	144 A	146 A
Systems Coordinator	158	158 A	160 A
Traffic and Lighting Foreman	142	142 A	144 A
Traffic Engineer	158	158 A	160 A
Water Construction and Maintenance Supervisor	151	151 A	153 A
Water Operations and Division Supervisor	158	158 A	160 A
Water Production and Distribution Supervisor	158	158 A	160 A

A F S C M E 3947

NON-SUPERVISORY

CLASSIFICATION TITLE	SALARY RANGE		
	EFFECTIVE DATE		
	7/1/2021	7/1/2022	7/1/2023
Account Clerk I	82	82 A	84 A
Account Clerk II	96	96 A	98 A
Accountant I	138	138 A	140 A
Accountant II	154	154 A	156 A
Accounting Specialist	104	104 A	106 A
Administrative Analyst I	120	120 A	122 A
Administrative Analyst II	138	138 A	140 A
Administrative Assistant	112	112 A	114 A
Administrative Specialist	104	104 A	106 A
Assistant Building Inspector	103	103 A	105 A
Assistant Civil Engineer	133	133 A	135 A
Assistant Planner	137	137 A	139 A
Associate Planner	151	151 A	153 A
Benefits Coordinator	138	138 A	140 A
Building and Permit Technician	86	86 A	88 A
Building Inspector I	128	128 A	130 A
Business License Inspector	129	129 A	131 A
Cable TV Production Specialist	121	121 A	123 A
Case Manager	107	107 A	109 A
Cashier/Clerk	73	73 A	75 A
Claims Technician	104	104 A	106 A
Code Enforcement Aide	129	129 A	131 A
Code Enforcement Officer I	117	117 A	119 A
Collections Officer I	117	117 A	119 A
Collections Officer II	147	147 A	149 A
Community Liaison Officer	98	98 A	100 A
Community Outreach Specialist	96	96 A	98 A
Computer Operator	108	108 A	110 A
Customer Service Representative	108	108 A	110 A
Data Entry Operator Clerk	94	94 A	96 A
Data Entry Operator Clerk, Senior	108	108 A	110 A
Draftsperson Assistant	85	85 A	87 A
Eligibility and Occupancy Interviewer	88	88 A	90 A
Employment and Training Program Specialist	94	94 A	96 A
Employment and Training Program Specialist, Sr.	124	124 A	126 A
Engineering Clerk	83	83 A	85 A
Family Self-Sufficiency Project Coordinator	128	128 A	130 A

CLASSIFICATION TITLE	SALARY RANGE EFFECTIVE DATE		
	7/1/2021	7/1/2022	7/1/2023
Financial Counselor	100	100 A	102 A
Graphics Designer	109	109 A	111 A
Housing Eligibility Specialist	153	153 A	155 A
Housing Rehabilitation Inspector	129	129 A	131 A
Housing Rehabilitation Specialist	126	126 A	128 A
Identification Technician	90	90 A	92 A
Information Systems Analyst	105	105 A	107 A
Key punch Operator	78	78 A	80 A
Leased Housing Assistant	110	110 A	112 A
Leased Housing Specialist	126	126 A	128 A
Legal Technician	104	104 A	106 A
Office Aide	49	49 A	51 A
Office Assistant I	65	65 A	67 A
Office Assistant II	76	76 A	78 A
Office Assistant III	86	86 A	88 A
Para-Transit Dispatcher	67	67 A	69 A
Para-Transit Driver	67	67 A	69 A
PBX Operator/Clerk I	64	64 A	66 A
PBX Operator/Clerk II	81	81 A	83 A
Personnel Technician	104	104 A	106 A
Planning Technician	115	115 A	117 A
Printing and Duplicating Technician	81	81 A	83 A
Program Development Coordinator	110	110 A	112 A
Program Development Specialist	137	137 A	139 A
Project Coordinator	110	110 A	112 A
Property Inspector	105	105 A	107 A
Public Affairs Specialist	111	111 A	113 A
Purchasing Agent	114	114 A	116 A
Recreation Leader	89	89 A	91 A
Recreation Leader/Senior Citizens Program	89	89 A	91 A
Redevelopment Aide	58	58 A	60 A
Redevelopment Assistant	90	90 A	92 A
Redevelopment Technician I	121	121 A	123 A
Redevelopment Technician II	137	137 A	139 A
Rehabilitation Assistant	100	100 A	102 A
Relocation Specialist	95	95 A	97 A
Reprographics Equipment Operator I	85	85 A	87 A
Reprographics Equipment Operator II	103	103 A	105 A
Statistical Clerk	74	74 A	76 A
Substance Abuse Counselor	111	111 A	113 A
Tenant Relations Assistant	104	104 A	106 A
Tenant Relations Specialist	110	110 A	112 A
Training and Services Assistant	82	82 A	84 A
Training and Services Coordinator	124	124 A	126 A
Utility Billing Specialist	108	108 A	110 A
Video Production Specialist	76	76 A	78 A

FIRE FIGHTERS ASSOCIATION

CLASSIFICATION TITLE			
	7/1/2021	7/1/2022	7/1/2023
Fire Captain	178	178 A	182 A
Fire Engineer	162	162 A	166 A
Fire Fighter	146	146 A	150 A

SEIU 721**MAINTENANCE &
TRADE**

CLASSIFICATION TITLE	SALARY RANGE EFFECTIVE DATE		
	7/1/2021	7/1/2022	7/1/2023
Air Conditioning Mechanic	125	125 A	127 A
Air Conditioning Serviceworker	101	101 A	103 A
Anti-Graffiti Painter	94	94 A	96 A
Assistant Electrician	101	101 A	103 A
Automotive Serviceworker	73	73 A	75 A
Automotive Service Leadworker	83	83 A	85 A
Carpenter	136	136 A	138 A
Concrete Crew Leadworker	101	101 A	103 A
Concrete Maintenance Worker	85	85 A	87 A
Concrete Repairworker	91	91 A	93 A
Custodian	80	80 A	82 A
Custodian Leadworker	108	108 A	110 A
Electrical Inspector	111	111 A	113 A
Electrical Maintenance Worker	88	88 A	90 A
Electrician	136	136 A	138 A
Engineering Aide	93	93 A	95 A
Equipment Operator, Grade I	79	79 A	81 A
Equipment Operator, Grade II	87	87 A	89 A
Equipment Operator, Grade III	101	101 A	103 A
Facilities Maintenance Worker I	91	91 A	93 A
Facilities Maintenance Worker II	101	101 A	103 A
Facilities Maintenance Worker III	115	115 A	117 A
Greenskeeper	93	93 A	95 A
Heavy Equipment Mechanic	128	128 A	130 A
Helicopter Mechanic	137	137 A	139 A
Laborer	69	69 A	71 A
Maintenance Assistant	49	49 A	51 A
Maintenance Worker I	95	95 A	97 A
Maintenance Worker II	107	107 A	109 A
Maintenance Leadworker	119	119 A	121 A
Mechanic	107	107 A	109 A
Mechanic Assistant	93	93 A	95 A
Mechanic Leadworker	113	113 A	115 A
Meter Reader II	121	121 A	123 A
Meter Repair Worker I	79	79 A	81 A
Meter Repair Worker II	87	87 A	89 A
Painter Crew Leadworker	101	101 A	103 A
Painter	94	94 A	96 A

CLASSIFICATION TITLE	SALARY RANGE		
	EFFECTIVE DATE		
	7/1/2021	7/1/2022	7/1/2023
Painter II	114	114 A	116 A
Park Gardener/Caretaker	73	73 A	75 A
Park Gardener/Caretaker, Trainee	58	58 A	60 A
Parks Maintenance Worker I	95	95 A	97 A
Parks Maintenance Worker II	107	107 A	109 A
Parks Maintenance Leadworker	119	119 A	121 A
Plumber	136	136 A	138 A
Public Works Inspector	111	111 A	113 A
Public Works Inspector, Assistant	93	93 A	95 A
Pump Operator	128	128 A	130 A
Senior Engineering Aide	108	108 A	110 A
Senior Park Gardener/Caretaker	83	83 A	85 A
Senior Pump Operator	143	143 A	145 A
Senior Maintenance Crew Lead Worker	101	101 A	103 A
Senior Maintenance Worker	83	83 A	85 A
Small Engine Mechanic	93	93 A	95 A
Sprinkler Systems Serviceworker	91	91 A	93 A
Storekeeper	101	101 A	103 A
Street Maintenance Leadworker	101	101 A	103 A
Street Sub-Foreman	83	83 A	85 A
Street Sweeper Operator	97	97 A	99 A
Traffic Painter	87	87 A	89 A
Traffic Painter Helper	74	74 A	76 A
Traffic Sign Maintenance Worker	132	132 A	134 A
Traffic Signal Technician	132	132 A	134 A
Tree Trimmer	89	89 A	91 A
Tree Trimmer Leadworker	101	101 A	103 A
Wastewater Technician	127	127 A	129 A
Water Serviceworker, Grade I	115	115 A	117 A
Water Serviceworker, Grade II	128	128 A	130 A
Water Serviceworker, Grade III	143	143 A	145 A

S E I U 721

PUBLIC SAFETY AUXILIARY UNIT

CLASSIFICATION TITLE	SALARY RANGE		
	EFFECTIVE DATE		
	7/1/2021	7/1/2022	7/1/2023
Lead Parking Control Officer	98	98 A	100 A
Lead Security Officer	125	125 A	127 A
Parking Control Officer	93	93 A	95 A
Security Officer	120	120 A	122 A
Security Services Coordinator	139	139 A	141 A

HOURLY AND SEASONAL EMPLOYEES

CLASSIFICATION TITLE	HOURLY PAY RATE	
	EFFECTIVE DATE	
	7/1/2021	7/1/2022
Accounts Payable Supervisor	118	118 A
Administrative Clerk	76	76 A
Administrative Clerk/City Clerk's Office	72	72 A
Administrative Intern, Jr.	\$17.55	64 A
Administrative Intern, Sr	\$20.44	80 A
Ambulance Operator	26	55 A
Audio Engineer	106	106 A
Cashier*	\$17.61	65 A
Chief of Survey Party	117	117 A
City Council Assistant	\$26.95	115 A
Community Services Officer	82	82 A
Community Service Worker*	\$15.00	55 A
Construction Manager	\$38.85	145 A
Construction Worker Trainee*	\$15.00	55 A
Construction Worker I	\$19.22	74 A
Construction Worker II	\$25.63	103 A
Crossing Guard	\$20.34	79 A
Custodian Superintendent	133	133 A
Equipment Operator, Grade I	78	78 A
Field Coordinator	\$32.05	125 A
File Clerk	\$17.92	66 A
Fire Prevention Assistant (Res# 23,686 approved 01/22/13)	\$21.93	87 A
Firefighter Trainee	78	78 A
Helping for Posting Notices	\$17.55	66 A
Jailer	96	96 A
Laboratory Assistant	46	55 A
Lifeguard	\$23.40	94 A
Locker Room Attendant	\$17.61	66 A
Maintenance Assistant	\$17.71	66 A
Maintenance Laborer Trainee	\$17.63	66 A
Management Aide - 40 Hours	\$19.74	76 A
Management Aide - 36 Hours	\$21.94	87 A
Management Analyst	\$36.57	139 A
Management Assistant - 40 Hours	\$26.33	106 A
Management Assistant - 36 Hours	\$29.26	117 A
Matron	64	64 A
Neighborhood Preservation Coordinator	133	133 A
Network Administrator	\$46.09	162 A

CLASSIFICATION TITLE	HOURLY PAY RATE	
	7/1/2021	7/1/2022
Network Administrator, Assistant	\$38.90	147 A
Network PC Specialist	\$26.14	105 A
Police Records Technician	81	81 A
Police Records Technician, Senior	91	91 A
Police Records Technician, Supervising	105	105 A
Police Recruit	113	113 A
Police Subpoena/Timekeeping Technician	93	93 A
Production Aide I	\$15.86	55 A
Production Aide II	\$19.22	74 A
Program Manager	\$53.33	177 A
Project Administrative/Public Affairs Officer	\$32.21	126 A
Project Construction Inspector	\$33.50	130 A
Property Management Specialist	133	133 A
Property Officer	88	88 A
Public Access Coordinator	\$19.22	76 A
Public and Community Affairs Officer	142	142 A
Purchasing Officer	142	142 A
Receiving/Delivery Clerk	\$17.63	66 A
Receptionist Clerk	\$18.28	68 A
Recreation Activities Specialist	\$18.99	72 A
Recreation Aide	\$17.95	67 A
Recreation and Community Services Supervisor	123	123 A
Redevelopment Construction Manager	161	161 A
Registered Sanitarian	133	133 A
Rehabilitation Inspector, Senior	132	132 A
Reportgraphics Services Manager	142	142 A
Resident Construction Engineer	\$37.03	140 A
Secretary to the Mayor	\$30.55	121 A
Software Application Specialist	\$27.30	109 A
Special Project Coordinator	\$19.65	76 A
Special Services Aide	\$16.52	58 A
Special Services Aide Trainee	\$17.55	64 A
Superintendent of Parks	144	144 A
Swim Pool Manager	\$25.15	101 A
Swim Pool Manager, Assistant	\$18.59	70 A
Systems Analyst	130	130 A
Televillage Client Service Representative	88	88 A
Televillage Facilities Director	129	129 A
Volunteer Program Coordinator	\$16.93	61 A
Volunteer Program Manager	\$30.35	120 A
Windows NT Administrator	\$32.79	128 A
Youth Services Coordinator	92	92 A
Youth Services Intern, Junior*	\$15.00	55 A
Youth Services Intern, Senior	\$16.52	58 A



**CITY OF COMPTON
SALARY RANGES "A"**

RANGE #	STEP A	STEP B	STEP C	STEP D	STEP E
	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
1A	\$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
2A	\$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
3A	\$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
4A	\$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
5A	\$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
6A	\$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
7A	\$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
8A	\$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	\$21,104.40 \$1,758.70 \$811.63 10.1464

RANGE #	STEP A ANNUAL MONTHLY BI- WEEKLY HOURLY	STEP B ANNUAL MONTHLY BI- WEEKLY HOURLY	STEP C ANNUAL MONTHLY BI- WEEKLY HOURLY	STEP D ANNUAL MONTHLY BI- WEEKLY HOURLY	STEP E ANNUAL MONTHLY BI-WEEKLY HOURLY
9A	\$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
10A	\$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
11A	\$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
12A	\$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
13A	\$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
14A	\$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
15A	\$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
16A	\$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
17A	\$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

RANGE #	STEP A ANNUAL MONTHLY BI- WEEKLY HOURLY	STEP B ANNUAL MONTHLY BI- WEEKLY HOURLY	STEP C ANNUAL MONTHLY BI- WEEKLY HOURLY	STEP D ANNUAL MONTHLY BI- WEEKLY HOURLY	STEP E ANNUAL MONTHLY BI- WEEKLY HOURLY
18A	\$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
19A	\$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
20A	\$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
21A	\$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
22A	\$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
23A	\$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	\$24,445.50 \$2,037.13 \$940.22 11.7527
24A	\$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
25A	\$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
26A	\$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

RANGE #	STEP A	STEP B	STEP C	STEP D	STEP E
	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
27A	\$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
28A	\$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
29A	\$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
30A	\$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
31A	\$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
32A	\$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
33A	\$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
34A	\$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
35A	\$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

	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
36A	\$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
37A	\$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
38A	\$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	\$28,315.50 \$2,359.63 \$1,089.06 13.6133
39A	\$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
40A	\$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
41A	\$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
42A	\$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
43A	\$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
44A	\$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

	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
45A	\$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
46A	\$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
47A	\$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
48A	\$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
49A	\$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
50A	\$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
51A	\$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
52A	\$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
53A	\$28,031.70 \$2,335.98 \$1,078.14 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 \$1,209.38 15.1575	\$32,791.80 \$2,732.65 \$1,261.22 15.7653

RANGE #	STEP A ANNUAL MONTHLY BI- WEEKLY HOURLY	STEP B ANNUAL MONTHLY BI- WEEKLY HOURLY	STEP C ANNUAL MONTHLY BI- WEEKLY HOURLY	STEP D ANNUAL MONTHLY BI- WEEKLY HOURLY	STEP E ANNUAL MONTHLY BI-WEEKLY HOURLY
54A	\$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
55A	\$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
56A	\$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
57A	\$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
58A	\$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
59A	\$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
60A	\$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
61A	\$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
62A	\$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

RANGE #	STEP A	STEP B	STEP C	STEP D	STEP E
	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
63A	\$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
64A	\$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
65A	\$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
66A	\$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
67A	\$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
68A	\$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	\$38,003.40 \$3,166.95 \$1,461.67 18.2708
69A	\$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
70A	\$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
71A	\$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

	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
72A	\$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
73A	\$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
74A	\$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
75A	\$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
76A	\$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
77A	\$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
78A	\$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
79A	\$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
80A	\$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

RANGE #	STEP A	STEP B	STEP C	STEP D	STEP E
	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
81A	\$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
82A	\$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
83A	\$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
84A	\$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
85A	\$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
86A	\$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
87A	\$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
88A	\$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
89A	\$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

	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
90A	\$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
91A	\$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
92A	\$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
93A	\$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
94A	\$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
95A	\$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
96A	\$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
97A	\$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
98A	\$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	\$51,006.60 \$4,250.55 \$1,961.79 24.5224

RANGE #	STEP A ANNUAL MONTHLY BI- WEEKLY HOURLY	STEP B ANNUAL MONTHLY BI- WEEKLY HOURLY	STEP C ANNUAL MONTHLY BI- WEEKLY HOURLY	STEP D ANNUAL MONTHLY BI- WEEKLY HOURLY	STEP E ANNUAL MONTHLY BI-WEEKLY HOURLY
99A	\$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
100A	\$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
101A	\$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
102A	\$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
103A	\$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
104A	\$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
105A	\$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
106A	\$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
107A	\$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

RANGE #	STEP A	STEP B	STEP C	STEP D	STEP E
	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
108A	\$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
109A	\$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
110A	\$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
111A	\$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
112A	\$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
113A	\$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	\$59,159.40 \$4,929.95 \$2,275.37 \$28.4419
114A	\$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
115A	\$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
116A	\$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

	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
117A	\$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
118A	\$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
119A	\$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
120A	\$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
121A	\$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
122A	\$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
123A	\$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
124A	\$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
125A	\$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

RANGE #	STEP A	STEP B	STEP C	STEP D	STEP E
	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
126A	\$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
127A	\$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
128A	\$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	\$68,692.50 \$5,724.38 \$2,642.02 33.0253
129A	\$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
130A	\$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
131A	\$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
132A	\$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
133A	\$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
134A	\$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

RANGE #	STEP A	STEP B	STEP C	STEP D	STEP E
	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
135A	\$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
136A	\$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
137A	\$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
138A	\$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
139A	\$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
140A	\$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
141A	\$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
142A	\$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
143A	\$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	\$79,747.80 \$6,645.65 \$3,067.22 38.3403

RANGE #	STEP A	STEP B	STEP C	STEP D	STEP E
	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
144A	\$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
145A	\$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
146A	\$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
147A	\$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
148A	\$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
149A	\$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
150A	\$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
151A	\$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
152A	\$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

	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
153A	\$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
154A	\$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
155A	\$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
156A	\$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
157A	\$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
158A	\$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	\$92,570.40 \$7,714.20 \$3,560.40 44.5050
159A	\$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
160A	\$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
161A	\$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

RANGE #	STEP A ANNUAL MONTHLY BI- WEEKLY HOURLY	STEP B ANNUAL MONTHLY BI- WEEKLY HOURLY	STEP C ANNUAL MONTHLY BI- WEEKLY HOURLY	STEP D ANNUAL MONTHLY BI- WEEKLY HOURLY	STEP E ANNUAL MONTHLY BI-WEEKLY HOURLY
162A	\$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
163A	\$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
164A	\$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
165A	\$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
166A	\$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
167A	\$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
168A	\$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
169A	\$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
170A	\$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

	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
171A	\$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
172A	\$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
173A	\$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	\$107,457.00 \$8,954.75 \$4,132.97 51.6620
174A	\$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
175A	\$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
176A	\$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
177A	\$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
178A	\$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
179A	\$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

RANGE #	STEP A	STEP B	STEP C	STEP D	STEP E
	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
180A	\$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
181A	\$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
182A	\$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
183A	\$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
184A	\$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
185A	\$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
186A	\$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
187A	\$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
188A	\$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	\$124,755.90 \$10,396.33 \$4,798.31 59.9788

	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
189A	\$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
190A	\$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
191A	\$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
192A	\$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
193A	\$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
194A	\$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
195A	\$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
196A	\$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
197A	\$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

RANGE #	STEP A	STEP B	STEP C	STEP D	STEP E
	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
198A	\$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
199A	\$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
200A	\$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
201A	\$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
202A	\$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
203A	\$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	\$144,879.90 \$12,073.33 \$5,572.30 69.6538
204A	\$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
205A	\$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
206A	\$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

	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
207A	\$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
208A	\$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
209A	\$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
210A	\$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
211A	\$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
212A	\$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
213A	\$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
214A	\$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
215A	\$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

RANGE #	STEP A	STEP B	STEP C	STEP D	STEP E
	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
216A	\$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
217A	\$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
218A	\$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	\$168,203.10 \$14,016.93 \$6,469.35 80.8669
219A	\$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
220A	\$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
221A	\$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
222A	\$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
223A	\$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
224A	\$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

RANGE #	STEP A	STEP B	STEP C	STEP D	STEP E
	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
225A	\$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
226A	\$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
227A	\$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
228A	\$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
229A	\$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
230A	\$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
231A	\$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
232A	\$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
233A	\$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	\$195,267.30 \$16,272.28 \$7,510.28 93.8785

RANGE #	STEP A	STEP B	STEP C	STEP D	STEP E
	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
234A	\$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
235A	\$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
236A	\$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
237A	\$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
238A	\$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
239A	\$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
240A	\$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
241A	\$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
242A	\$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

RANGE #	STEP A	STEP B	STEP C	STEP D	STEP E
	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
243A	\$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
244A	\$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
245A	\$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
246A	\$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
247A	\$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
248A	\$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	\$226,704.60 \$18,892.05 \$8,719.41 108.9926
249A	\$194,330.00 \$16,194.17 \$7,474.23 93.4279	\$202,430.00 \$16,869.17 \$7,785.77 97.3221	\$210,860.00 \$17,571.67 \$8,110.00 101.3750	\$219,650.00 \$18,304.17 \$8,448.08 105.6010	\$228,800.00 \$19,066.67 \$8,800.00 110.0000
250A	\$220,840.00 \$18,403.33 \$8,493.85 106.1731	\$230,040.00 \$19,170.00 \$8,847.69 110.5962	\$239,620.00 \$19,968.33 \$9,216.15 115.2019	\$250,000.00 \$20,833.33 \$9,615.38 120.1923	\$260,000.00 \$21,666.67 \$10,000.00 125.0000

OCTOBER 1, 2024

TO: HONORABLE MAYOR AND CITY COUNCIL MEMBERS

FROM: CITY MANAGER

**SUBJECT: A REQUEST TO SCHEDULE A JOINT PUBLIC HEARING –
HOUSING AUTHORITY 2024 PHA ANNUAL PLAN BETWEEN
THE CITY COUNCIL AND THE URBAN COMMUNITY
DEVELOPMENT COMMISSION**

SUMMARY

Staff is requesting a Joint Public hearing between the City Council and the Urban Community Development Commission for Tuesday, November 19, 2024 at 5:45 p.m.

DISCUSSION

The United States Department of Housing and Urban Development (HUD) requires all Public Housing Agency (PHA) to develop and implement an Annual Plan. The Annual Plan provides details about the PHA's immediate operations, programs and services and notifies HUD of changes that were not included in the Five-Year Plan.

The information that the PHA must submit to HUD under the Annual Plan, are the discretionary policies of the various plan components or elements (i.e., programs, operations, and strategies for meeting local housing needs and goals) and not the statutory or regulatory requirements that govern these components.

The PHA's Annual Plan provides the plans and procedures required to be consistent with the goals and objectives of the PHA's Five Year Plan.

RECOMMENDATION

Staff respectfully requests a joint public hearing be scheduled for Tuesday, November 19, 2024, at 5:45 p.m. in the Council Chambers located at 205 South Willowbrook Avenue, Compton.

**CECIL FLOURNOY, DIRECTOR
COMPTON HOUSING AUTHORITY
COMMUNITY DEVELOPMENT DEPARTMENT**

APPROVED FOR FORWARDING:

**WILLIE HOPKINS JR.
CITY MANAGER**

October 1, 2024

TO: HONORABLE MAYOR AND COUNCIL MEMBERS

FROM: COMPTON FIRE DEPARTMENT

SUBJECT: A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON AUTHORIZING THE CITY MANAGER TO ISSUE PURCHASE ORDERS TO JANKOVICH COMPANY FOR THE PURCHASE OF DIESEL FUEL, MOTOR COOLANT AND MOTOR LUBRICANTS FOR THE COMPTON FIRE DEPARTMENT (\$120,000.00)

SUMMARY

This resolution will authorize the City Manager to establish purchase orders to Jankovich Company for the purchase of diesel fuel, motor oil, transmission fluids and radiator coolants in the amount not to exceed One Hundred Twenty Thousand Dollars and Zero Cents (\$120,000.00).

BACKGROUND

The City of Compton Fire Department is responsible for the acquisition of diesel fuel for Fire Department use for emergency vehicles. The Fire Department manages delivery of fuel to the fuel station located at Fire Station 3, 1133 W. Rosecrans Avenue. The Fire Department conducts daily fuel site inspections to meet local, state and federal reporting requirements and repairs, monitors and maintains the fuel site.

Provision and replacement of diesel fuel, motor oils, transmission oils and radiator coolant are essential to the everyday response of fire apparatus. This resolution will allow the fire department personnel to perform their daily duties and respond to emergencies with emergency apparatus that has been properly maintained.

STATEMENT OF ISSUE

Staff solicited formal quotes for diesel fuel (Red DF of 3000 Gallons) from three vendors: The Jankovich Company (\$0.0716 per gallon), SC Fuels (\$0.1628 per gallon) and Wood Oil Company (\$0.18 per gallon).

The Fire department has determined that the Jankovich Company will continue to be our preferred vendor for diesel fuel and automotive fluids because Jankovich provided the lowest most responsible quote. Staff is requesting the ability to purchase fuel for fiscal year 2024-2025 for the Fire Department in the amount not to exceed One Hundred Twenty Dollars (\$120,000.00).

City Council approval is needed because the expenditure is in excess of \$25,000.00 Dollars.

FINANCIAL IMPACT

Funding is available in the Adopted 2024-2025 Fiscal Year Budget in Account 1004-690-000-4228

RECOMMENDATION

It is recommended that the Mayor and City Council adopt the attached Resolution.

**RONERICK SIMPSON
FIRE CHIEF**

APPROVED FOR FORWARDING

**WILLIE A. HOPKINS JR.
CITY MANAGER**

RESOLUTION NO. _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON AUTHORIZING THE CITY MANAGER TO ISSUE PURCHASE ORDERS TO O JANKOVICH COMPANY FOR THE PURCHASE OF DIESEL FUEL, MOTOR COOLANT AND MOTOR LUBRICANTS FOR THE COMPTON FIRE DEPARTMENT (\$120,000.00)

WHEREAS, this resolution will authorize the City Manager to establish purchase orders to Jankovich Company for the purchase of regular and diesel fuel for the City of Compton's Fire Department; and

WHEREAS, the Fire Department is responsible for the acquisition of diesel fuel and other petroleum products; and

WHEREAS, Diesel Fuel and lubricants are provided by Jankovich Company; and

WHEREAS, staff solicited the following fuel quotes from providers: Jankovich Company (\$0.0716 per gallon), SC Fuels(\$0.1628 per gallon) and Wood Oil (\$0.018); and

WHEREAS, the Jankovich Company has provided the lowest most responsible quote; and

WHEREAS, funding for this expenditure is available in the 2024-2025 Fiscal Year Budget in Account Numbers 1004-690-000-4228 in the amounts of One Hundred Twenty Thousand Dollars (\$120,000.00).

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 issue a purchase order to Jankovich Company for the purchase of gasoline and diesel fuel for the City of Compton Fire Department not to exceed One Hundred Twenty Thousand Dollars and Zero Cents, (\$120,000.00).

SECTION 2. That funding for this expenditure has been allocated in the Adopted Fiscal Year 2024-2025 Budget in Account Number 1004-690-000-4228 for the City of Compton Fire Department.

SECTION 3. That a copy of this resolution shall be forwarded to the offices of the City Clerk, City Manager, City Attorney, City Controller and the Fire Department.

SECTION 4. That the Mayor shall sign and the City Clerk shall attest to the adoption of this resolution.

ADOPTED this _____ day of _____ 2024.

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, 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 by the City Clerk at a regular meeting thereof held on the _____ day of _____, 2024.

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

AYES:	COUNCIL MEMBER-
NOES:	COUNCIL MEMBER-
ABSENT:	COUNCIL MEMBER-
ABSTAIN:	COUNCIL MEMBER-

CITY CLERK OF THE CITY OF COMPTON

October 1, 2024

TO: HONORABLE MAYOR AND COUNCIL MEMBERS

FROM: NEBRASKA JONES, DIRECTOR
GENERAL SERVICES DEPARTMENT

SUBJECT: A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON
AUTHORIZING THE CITY MANAGER TO ENTER INTO A TWELVE (12)
MONTH AGREEMENT WITH SYLVIA NUNN ANGELS FOR THE LEASE
OF CITY-OWNED PROPERTY LOCATED AT 202 NORTH LONG BEACH
BOULEVARD

SUMMARY

The City Council will consider a request by the Sylvia Nunn Angels (“Nunn”) organization to authorize the City Manager to enter into a twelve (12) month (i.e. October 1, 2024, through September 30, 2025) agreement for the lease of approximately 1,983 square feet of indoor space and 3,018 of outdoor space at City-owned property, located at 202 North Long Beach Boulevard, Compton, CA 90221.

BACKGROUND

The City of Compton owns certain real property located at 202 North Long Beach Boulevard, Compton, California 90221. Pursuant to guidance of the City Council, in November 2012, the City Manager implemented a City-wide leasing policy which mandates that City-owned facilities and/or property *shall not* be leased without first obtaining proper authorization from the City Council (i.e. an adopted resolution) and execution of a written lease agreement [City of Compton Standard Operating Manual, Policy 4.17(A)]. In addition to other matters, the Policy specifies that lease rates shall be based on the square footage of the area(s) subject to the exclusive use/occupation of the Lessee and that the standard leasing rate in a City-owned facility shall be ***at least One Dollar (\$1.00) per square foot for indoor space and Fifty Cents (\$0.50) per square foot for outdoor space or vacant property.***

In addition to this required minimum base rental rate, the leasing policy addresses recovery of the costs incurred by the City for the provision of the following services: utilities (e.g. gas, electricity, water, trash, etc.), maintenance and repairs, custodial services and City security. However, the leasing policy does provide that a Tenant that will have exclusive use/occupation of the entire City facility and/or property ***shall be solely responsible for all utilities, janitorial, security, and minor, routine interior and exterior maintenance of the facility or property***, with the City responsible for structural and major repairs and maintenance.

STATEMENT OF ISSUE

According to the prospective Tenant, Nunn has been utilizing a grassroots approach to changing the social environment for youth living in Compton and all surrounding areas since 2012. Nunn provides support to vulnerable families through multiple programs offered by dedicated community partners, community members, volunteer staff, and an established network of professionals around Los Angeles County.

Nunn functions as a non-profit organization that provides youth with the opportunity to develop their life skills, establish positive relationships within their community, and become self-confident, self-disciplined, and hard-working. They contribute to leadership development, improved communication skills, organization skills, and time management. Key services include parental support, teen and adult counseling, gang prevention/interventions, food programs, housing support referrals, and volunteer opportunities.

On October 8, 2019, the City Council adopted Resolution No. 25,133, which authorized a one (1) year lease agreement with Sylvia Nunn Angels (“Nunn”) to provide sole occupation of the City-owned building. Pursuant to Council discretion and authority, the rental amount for the lease term was reduced to One Dollar (\$1.00) per year.

Nunn seeks City Council approval to continue leasing the building for twelve (12) months (i.e., October 1, 2024, through September 30, 2025). The proposed lease agreement will provide Nunn with exclusive use of the following space at 202 N. Long Beach Boulevard, Compton, California 90221:

Exclusive Indoor Square Footage	1,983 square feet
<u>Exclusive Outdoor Square Footage</u>	<u>3,018 square feet</u>
Total Exclusive Square Footage	5,001 square feet

FINANCIAL IMPACT

Unless the Council decides to waive the minimum lease rental rate requirements of Policy 4.17(A)(1) of the City Leasing Policy, the estimated fiscal impact of this proposed action will be a net gain to the General Fund of a base monthly lease rental rate of **Three Thousand Four Hundred Ninety-Two Dollars and Zero Cents (\$3,492.00) per month** for the term of the lease for an annual amount of Forty-One Thousand Nine Hundred Four Dollars and Zero Cents (\$41,904.00).

ALTERNATIVE

The Council has discretion to choose among a number of options:

1. Authorize the City Manager to enter into a lease agreement with Sylvia Nunn Angels for the twelve (12) month term requested (or offer a lesser term) as follows:
 - a. For the minimally recommended City policy rates of \$1.00 per square foot for indoor space [i.e. 1,983 Sq. Ft.] and \$0.50 per square foot for outdoor space [i.e. 3,018 Sq. Ft.] of \$3,492.00 per month.
 - b. For some other monthly rental rate.
_____ per month, or _____ per year.
2. Deny the request to enter into a lease agreement for this location by Sylvia Nunn Angels.

RECOMMENDATION

Staff recommends adherence to the current Standard Operating Manual, Policy 4.17(A) at this time. However, the decision to increase lease rental amounts and/or waive other requirements of the City's Leasing Policy is at the discretion of the City Council.

**NEBRASKA JONES
GENERAL SERVICES DEPARTMENT**

APPROVED FOR FORWARDING:

**WILLIE A. HOPKINS, JR.
CITY MANAGER**

RESOLUTION NO. _____

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON
AUTHORIZING THE CITY MANAGER TO ENTER INTO A TWELVE (12)
MONTH AGREEMENT WITH SYLVIA NUNN ANGELS FOR THE LEASE OF
CITY-OWNED PROPERTY LOCATED AT 202 NORTH LONG BEACH
BOULEVARD**

WHEREAS, the City of Compton owns certain real property located at 202 North Long Beach Boulevard, Compton, CA 90221; and

WHEREAS, pursuant to guidance of the City Council, in November 2012, the City Manager implemented a City-wide leasing policy [Standard Operating Manual, Policy 4.17(A)], which mandates that City-owned facilities and/or property shall not be leased without first obtaining proper authorization from the City Council (i.e. an adopted resolution) and execution of a written lease agreement; and

WHEREAS, the Policy specifies that lease rates shall be based on the square footage of the area(s) subject to the exclusive use/occupation of the Lessee and that the standard leasing rate for a City-owned facility shall be *at least One Dollar (\$1.00) per square foot for indoor space and Fifty Cents (\$0.50) per square foot for outdoor or vacant property*; and

WHEREAS, in addition to this required minimum base rental rate, the leasing policy addresses recovery of the costs incurred by the City for the provision of the following services: utilities (e.g. gas, electricity, water, trash, etc.), maintenance and repairs, custodial services and City security. However, the leasing policy does provide that a Tenant that will have exclusive use/occupation of the entire City facility and/or property *shall be solely responsible for all utilities, janitorial, security, and minor interior and exterior maintenance of the facility or property*; and

WHEREAS, on October 8, 2019, the City Council adopted Resolution No. 25,133, which authorized a 1-year lease agreement with Sylvia Nunn Angels to provide sole occupation of the City-owned building and pursuant to Council discretion and authority, the rental amount for the lease term was reduced to One Dollar (\$1.00) per year; and

WHEREAS, the lease agreement with Sylvia Nunn Angels has expired, and they seek City Council approval to enter into a Twelve (12) month lease agreement (i.e. October 1, 2024, through September 30, 2025), for exclusive occupation of the City-owned building located at 202 North Long Beach Boulevard, Compton, California 90221 for the purpose of administrative office and support services for their organization; and

Exclusive Indoor Square Footage	1,983 square feet
Exclusive Outdoor Square Footage	3,018 square feet
Total Exclusive Square Footage	5,001 square feet

WHEREAS, the City Council has the discretion of authorizing a lease agreement with Sylvia Nunn Angels and choose among a number of options:

1. Authorize the City Manager to enter into a lease agreement with Sylvia Nunn Angels for a twelve (12) month term requested (or offer a lesser term) as follows:
 - a. For the minimally recommended City policy rates of \$1.00 per square foot for indoor space [i.e. 1,983 Sq. Ft.] and \$0.50 per square foot for outdoor space [i.e. 3,018 Sq. Ft.] of \$3,492.00 per month.
 - b. For some other monthly rental rate.
_____ per month, or _____ per year.
2. Deny the request to enter into a lease agreement for this location by Sylvia Nunn Angels.

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

Section 1. That the City Manager, upon the approval of the City Attorney, is authorized to enter into a twelve (12) month lease agreement, effective October 1, 2024, through September 30, 2025, with Sylvia Nunn Angels for the exclusive use of approximately 3,440 square feet of space within the City-owned building located at 202 North Long Beach Boulevard, Compton, California 90221 for purposes of administrative offices and support services.

Section 2. That Sylvia Nunn Angels shall be responsible for all utilities, janitorial, security, and minor and routine interior and exterior maintenance of the facility or property, and the rental rate for the twelve (12) month of the lease agreement shall be:

- a. For the minimally recommended City policy rates of \$1.00 per square foot for indoor space [i.e. 1,983 Sq. Ft.] and \$0.50 per square foot for outdoor space [i.e. 3,018 Sq. Ft.] of \$3,492.00 per month.

Total cost - **Three Thousand Four Hundred Ninety-Two Dollars and Zero Cents (\$3,492.00) per month**, or Forty-One Thousand Nine Hundred Four Dollars and Zero Cents (\$41,904.00) annually.

- a. For some other monthly rental rate.

_____ per month, or _____ per year.

Section 3. That Account No. 1001-000-000-3420 has been established to receive all facility lease payments.

Section 4. That a certified copy of this Resolution shall be filed in the offices of the City Manager, City Clerk, City Controller, General Services, Community Improvement–Security Division, and the City Attorney.

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

ADOPTED this _____ day of _____, 2024.

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 _____, 2024.

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

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

CITY CLERK OF THE CITY OF COMPTON

**LEASE AGREEMENT BETWEEN
CITY OF COMPTON
AND
SYLVIA NUNN ANGELS**

This **LEASE AGREEMENT** is entered into by and between the **CITY OF COMPTON**, a municipal corporation of the State of California (hereinafter referred to as “**OWNER**”) and **SYLVIA NUNN ANGELS** (hereinafter referred to as “**LESSEE**”), collectively, the “Parties.”

RECITALS:

WHEREAS, the City of Compton (“**Owner**”), has under its jurisdiction certain real property located at **202 North Long Beach Boulevard, Compton, California 90221**; and

WHEREAS, on _____, the City Council adopted **Resolution No. _____** which authorized the City Manager to enter into a lease agreement with the **Sylvia Nunn Angels** (“Lessee”) for a period of twelve (12) months, commencing October 1, 2024, through September 30, 2025, and

NOW, THEREFORE, Owner and Lessee, for the consideration, terms and conditions herein described, mutually agree as follows:

WITNESSETH:

Section 1. Premises. The Owner, for and in consideration of the performance of the covenants and agreements hereinafter contained to be kept and performed by the Lessee and upon the following terms and conditions, hereby leases to the Lessee, and the Lessee hereby hires and takes of and from the Owner, those certain Premises situated in the City of Compton, County of Los Angeles, State of California, more particularly described as:

**Compton Facility
202 North Long Beach Boulevard
Compton, California 90221**

[The “Site”]

**Lessee shall lease approximately 1,983 square feet of indoor office space
and 3,018 of outdoor space at the location.**

Total Exclusive Square Footage	5,001 square feet
---------------------------------------	--------------------------

[The “Premises”]

The Premises are leased in "AS IS" condition and Lessee acknowledges that it has inspected and accepts the Premises in their present condition as suitable for the purpose for which the Premises are leased. Taking of possession by Lessee shall be conclusive to establish that the Premises are in good and satisfactory condition when possession is taken. Owner makes no warranties or representation as to the suitability of the Premises for Lessee's intended use, including without limitation, as to zoning, visibility, traffic count or any other factors.

Section 2. Term. This Lease shall be for a term of twelve (12) months, commencing October 1, 2024, and shall terminate on September 30, 2025, unless extended or terminated as otherwise provided herein. This Lease shall supersede any previous Leases and/or agreements, written or oral.

Section 3. Rent. During the Lease term, the Lessee shall pay to Owner as rent for said Premises hereof the total sum of **Three Thousand Four Hundred Ninety-Two Dollars and Zero Cents (\$3,492.00) per month**, based on a rental rate of \$1.00 per square foot for indoor space [i.e. 1,983 Sq. Ft.] and \$0.50 per square foot for outdoor space [i.e. 3,018 Sq. Ft.] of exclusive use. Lease payments shall be due in advance on the first day of each and every month of the term hereof. Any lease payment not received by the Owner by the tenth (10th) day of the month will be deemed late, and a late fee (penalty) in the amount of **Five Percent (5%)** will be charged.

Payments shall be remitted to: General Services Department
205 South Willowbrook Avenue
Compton, California 90220
Attn: Director
Payable to: City of Compton
[Please identify your Lease Site on the payment]

[Lease Site: 202 N. Long Beach Blvd.]

Section 4. Use of Premises. Lessee is entitled to use the Premises during normal building business days/hours (Mondays through Fridays, 7:00 a.m. to 6:00 p.m.), for the following purpose(s) only:

Administrative Offices and Support Services

Lessee shall not use the Premises for any other purposes without the prior written consent of the Owner. Lessee shall not use the Premises for residential purposes, for any commercial purposes not stated herein, or for any campaign activity as defined in California Government Code section 8314. Lessee shall not use the Premises for the storage of unusable equipment or property or for the

rental or storage of any type of equipment not integral to the purposes of the program.

Section 5. Delivery of Premises. If Owner, for any reason, cannot deliver the Premises described above to Lessee at the commencement of the term hereof, Owner shall not be deemed to be in default hereunder, nor shall Owner be liable to Lessee for any loss or damage resulting directly or indirectly arising out of or resulting from such failure and Lessee at Lessee's option, may declare this Agreement to be null and void.

Section 6. Utilities and Other Services. Unless otherwise agreed by Owner in writing, Lessee shall, at its sole cost and expense, make arrangements for and pay for all utilities used by Lessee at or upon the Premises, including but not limited to electric, gas, water, sewer, trash disposal and any other utility charges in connection with the Lessee's use of the leased Premises and security. Prior written approval shall be required for the installation of any utility and/or service that will involve physical alteration of the Premises. Lessee shall reimburse Owner for the cost of repairing any and all damages to the Premises caused directly or indirectly by Lessee's utility or service provider, or its equipment.

Owner shall in no way be liable or responsible for any loss, damage, or expense that Lessee may sustain or incur by reason of any change, failure, interference, disruption, or defect in the supply or character of the utilities and services supplied to Premises and/or Site unless directly caused by the active negligence or willful misconduct of the Owner.

Section 7. Assignment and Subletting. Lessee agrees not to sublet the whole or part of the Premises, assign the Lease, nor permit the use of the Premises by anyone other than the Lessee, its employees, business invitees, customers, and patrons without in each case first securing the written consent of the Owner. Any attempted assignment or subletting of this Lease without the written consent of the Owner constitutes fraud, and this Agreement shall be null and void.

Section 8. Alterations and Additions. Lessee shall not make any alterations or construct any additions or improvements in or on the Site and/or the Premises until the Owner has been provided with said plans and specifications for the project. Once the Owner has been provided with said plans and specifications, Owner shall have a fifteen (15) day minimum review period before granting Lessee approval or disapproval of the project in writing. Lessee shall, at the time of the request, specify if they desire to retain ownership and/or possession of the alteration, addition, or improvement subject to plan review by Owner at Lessee's expense.

Owner agrees that except for structural alterations, the Lessee may remove, during or at the expiration or other termination of the term of this Lease,

or of any extension or holdover period thereof, as the case may be, personal property placed or installed in or upon the Site and/or the Premises by the Lessee or under its authority. Any personal property, improvements or additions not removed by Lessee within thirty (30) days after the end of the term, or any extension or holdover period thereof, shall automatically become the property of Owner.

Lessee shall repair any damage to the Site and/or the Premises caused by Lessee's installation and/or removal of its personal property, alterations, improvements or additions.

Lessee shall, at its sole cost and expense, be allowed to place its typical signage on the Building on the Site upon the Owner's advance written approval.

Section 9. Repairs and Maintenance. Owner shall not be responsible to make any repairs or alterations to the Premises, and Lessee assumes any and all cost and liability for the repair and maintenance of the Premises leased herein, unless such repairs, alterations or maintenance are due to Owner's negligence or willful misconduct. Lessee agrees to repair any damage caused by Lessee, its employees, contractors, agents or invitees, negligently or otherwise, at its own expense, and maintain the Premises leased and to return said Premises to Owner in as good order, repair and condition as the same were in at the commencement of this Lease. Lessee must obtain prior written approval from the Owner prior to commencing any repairs to the leased Premises.

Lessee shall continue to maintain said Premises in good repair and tenable condition and in compliance with all health, safety and sanitation laws, ordinances and regulations of the State of California and local authorities throughout the term of the Lease.

Lessee agrees to keep Premises in good order and condition at their sole cost and expense. Lessee shall be responsible for the general maintenance and upkeep, custodial, janitorial, landscaping installation and maintenance, security, non-structural repair, and all other non-structural upkeep of the Premises that it occupies. All work done by Lessee on the Premises shall be done in a lawful manner and in conformity with all applicable laws, ordinances and regulations. The Premises shall be kept free from any and all liens and charges on account of labor or materials used in contribution to any work thereon.

Unless otherwise required by law or expressly provided for within this Lease Agreement, Owner shall have no liability to Lessee for any condition on the Premises leased herein and Lessee agrees that it has inspected the same, knows the condition and takes this Lease with the Premises in its present condition. Lessee agrees to hold the Owner harmless from any and all liability arising out of or in connection with the use for the Premises leased here by the Lessee, its agents, employees business invitees, customers and patrons, except

to the extent any such liability is attributable to Owner's negligence or willful misconduct.

Section 10. Insurance. Lessee shall furnish certificates of insurance, along with endorsements, issued to Owner substantiating the fact that it has taken out the specified insurance for the term covered by this Lease, or any extension or holdover period thereof, with an insurance carrier acceptable to the Owner under forms satisfactory to the Owner. Each certificate shall bear an endorsement precluding cancellation or reduction in coverage of any policy covered by such certificate except upon at least thirty (30) days prior written notice to Owner. It is agreed that Owner shall not be liable for the payment of any premiums or assessments on the insurance required.

Lessee shall present evidence of required insurance and certificate of endorsement to Owner no later than the commencement date of this Lease and each and every lease year thereafter. The Lessee shall not occupy the Premises until the Owner has received and approved the required certification. ***Failure on the part of the Lessee to procure or maintain insurance shall constitute a material breach upon which the Owner may immediately terminate this Lease Agreement.***

All insurance required hereunder shall be primary with respect to any insurance maintained by the City and shall not call on the City's program for contributions. Program(s) of insurance shall include:

a. **General Liability.** Lessee shall provide and maintain at its own expense during the term of this Lease Agreement a policy of Commercial General Liability Insurance, inclusive of personal injury liability and broad form property damage coverage, in an amount not less than **One Million Dollars (\$1,000,000)** per occurrence. The coverage shall be written on an occurrence basis. Claims made coverage is not acceptable.

b. **Workers' Compensation Insurance.** Lessee shall provide and maintain at its own expense during the term of this Agreement a program of Workers' Compensation Insurance and Employer's Liability Insurance in an amount and form to meet all applicable requirements of the State Labor Code and which specifically covers all persons providing services by or on behalf of the Lessee and all risks to such persons under the Agreement.

c. **Fire and Casualty Insurance.** Lessee shall maintain fire insurance on such party's own equipment and property or to adequately self-insure the same. Lessee shall provide, or cause to be provided, and maintained at its sole cost property insurance in the amount of the value of the improvements on the Premises on a replacement cost basis. The property insurance shall insure against the perils of fire (with extended coverage), theft, vandalism, malicious mischief, collapse, flood, earthquake, windstorm and physical loss or damage.

Owner will not keep improvements which are constructed or installed and owned by Lessee under the provisions of this Lease insured against fire or casualty, and Lessee will make no claim of any nature against Owner by reason of any damage to the business or property of Lessee in the event of damage or destruction by fire or other cause, arising other than from or out of negligence or willful misconduct of agents or employees of the Owner in the course of their employment.

d. **Insurance Endorsements.** The liability insurance policy(ies) shall be endorsed with the following language:

(1) The City of Compton and its respective elected and appointed officers, officials, employees, agents and volunteers are to be named and covered as “additional insureds” with respect to liability arising out of the activities of the Lessee.

(2) The insurer waives all rights of subrogation against the City.

(3) Any failure to comply with reporting provisions of the policies shall not affect coverage provided to the City.

(4) Identify the leased Premises covered by the policy(ies) and the identity of the insured(s).

e. **Contractor’s Insurance Requirements.** Lessee shall require that any contractors and subcontractors used to perform improvements/repairs to the building structure and Premises as provided in Sections 8 and 9 of this Lease Agreement to provide and maintain during the entire period of performing improvements/repairs the following programs of insurance:

(1) A policy of Commercial General Liability Insurance, inclusive of personal injury liability and broad form property damage coverage, in an amount not less than **One Million Dollars (\$1,000,000.00)** per occurrence and **Two Million Dollars (\$2,000,000.00)** general aggregate. The coverage shall be written on an occurrence basis. Claims made coverage is not acceptable.

(2) A program of Workers’ Compensation Insurance and Employer’s Liability Insurance in an amount and form to meet all applicable requirements of the State Labor Code and which specifically covers all persons providing services by or on behalf of the contractor and all risks to such persons.

(3) A program of Automobile Liability Insurance with a limit of liability of not less than One Million Dollars (\$1,000,000.00) for each accident. Such insurance shall include coverage for all “owned”, “hired” and “non-owned” vehicles, or coverage for “any auto”.

(4) The Contractor(s) liability insurance policy(ies) shall be endorsed with the following language: The City and its respective elected and appointed officers, officials, employees, agents and volunteers are to be named and covered as “additional insureds” with respect to liability arising out of the activities of the contractor.

Insurance coverage specified herein constitutes the minimum requirements and said requirements shall in no way lessen or limit the liability of the Lessee and/or its contractors and subcontractors under the terms of the Lease Agreement. Lessee shall procure and maintain, at its own costs and expense, any additional kinds and amounts of insurance that, in its own judgment, may be necessary relating to Lessee’s use of the Premises and improvement/repairs made to the Premises.

Section 11. Losses. Owner shall not be responsible for losses or damage to personal property, equipment or materials of Lessee. Owner will not keep improvements which are constructed or installed and owned by Lessee under the provisions of this Lease insured against fire or casualty, and Lessee will make no claim of any nature against Owner by reason of any damage to the business or property of Lessee in the event of damage or destruction by fire or other cause, arising other than from or out of the gross negligence or willful misconduct of agents or employees of the Owner in the course of their employment.

Section 12. Damage or Destruction.

a. Termination of Lease. If the entire Premises or any material portion thereof are damaged or destroyed by earthquake or other violent action of the elements, or by fire or other casualty such that it is difficult or impossible for Lessee to continue operating its business thereon, then either Owner or Lessee may cancel this Lease as of the date of damage or destruction by delivering written notice to the other within thirty (30) days following the damage or destruction. If the Lease is cancelled, Lessee shall surrender the Premises and shall not be obligated for any further rental payment and Owner shall refund any unearned rent paid in advance by Lessee, calculated at a daily rate based on the regular monthly rental.

Repair of Premises. In the event of any lesser damage by casualty (other than that caused by or do the actions/inactions of the Lessee), Owner shall, at Owner's cost and expense, promptly repair the same to the extent Owner's insurance proceeds are made available to Owner therefor and provided that (a) such repairs, in Owner's reasonable good faith opinion, can be commenced within thirty (30) days of the event which necessitated the repair and restoration, unless it is not reasonably possible to commence repair and restoration within thirty (30) days from the date of such damage or destruction (without payment of overtime or other premiums) and (b) the cost of such repairs, in Owner's reasonable good faith opinion, will not exceed 50% of the then replacement cost

of the Site. If Owner is not required to repair such damage or destruction, then Owner shall, within 30 days from the date of such damage or destruction, either (i) notify Lessee in writing of Owner's election to repair such damage or destruction, in which event Owner shall promptly repair the same, or (ii) notify Lessee in writing of Owner's election to immediately terminate this Lease, in which event this Lease is terminated effective as of the date of such damage or destruction. Lessee may terminate this Lease effective as of the date of any such damage or destruction if Lessee reasonably determines in its good faith opinion that such damage or destruction substantially impairs the satisfactory operation of the Lessee's operations by notifying Owner in writing of Lessee's election to terminate not later than 30 days after the date of such damage or destruction.

Loss Caused by Lessee. If the Premises are wholly or partially damaged or destroyed as a result of the gross negligence or willful misconduct or omission of Lessee, Lessee shall forthwith diligently undertake to repair or restore all such damage destruction at Lessee's sole cost and expense. This Lease shall continue in full force and effect without any abatement or reduction in rent or other payments owed by Lessee, and this obligation of Lessee to repair or restore the Premises shall survive the cancellation of this Lease.

Exclusive Remedy. This Section 12 shall be Lessee's sole and exclusive remedy in the event of damage or destruction of the Premises, and Lessee waives and releases Lessee's rights under California Civil Code Section 1932 and 1933(4).

No damages, compensation or claim shall be payable by Owner for any inconvenience, any interruption or cessation of Lessee's business, or any annoyance, arising from any damage or destruction of all or any portion of the Premises.

Section 13. Hazard Materials. Lessee shall not use any Hazardous Materials in/or on Site or the Premises, except as necessary in the ordinary course of business and in full compliance with all Environmental Laws. Lessee will promptly notify Owner of any release or presence of any Hazardous Material in/on the Premises of which Lessee becomes aware.

- a. Remediation. If Hazardous Materials are released at the Site and/or Premises by Lessee, its agents, employees, or contractors, then Lessee is solely responsible for the removal and/or remediation of any Hazardous Materials to the extent required by governmental authorities in compliance with applicable Environmental Laws.
- b. Indemnification. Lessee shall indemnify and hold Owner harmless from and against any and all claims, actions, suits, proceedings, loss, liabilities, damages, fines, costs, or expense (including reasonable attorneys' fees, consultants' fees, investigation and laboratory fees, court costs, and litigation expenses), which arise from the presence of Hazardous

Materials at the Site and/or Premises released by Lessee or its agents, employees, or contractors.

Section 14. Default. Lessee shall pay said rent to the Owner without deduction, default or delay. In the event of the failure of Lessee to do so, or in the event of a breach of any other terms, covenants or conditions herein contained on the part of Lessee to be kept and performed and if such default continues for a period of thirty (30) days after receipt of written notice from Owner to Lessee of such default, this Lease may be terminated. Owner may not terminate the Lease if (a) Lessee cures the default within the thirty (30) day period after notice of default is given, or (b) the default cannot reasonably be cured within thirty (30) days after notice of default is given, but Lessee reasonably commences to cure the default within the thirty (30) day period and diligently and in good faith continues to cure the default. In the event of termination of this Lease, it shall be lawful for Owner to reenter into and upon the Premises and every part thereof and to remove and store at Lessee's expense all property therefrom and to repossess and occupy the Premises. In addition thereto, Owner shall have such other rights or remedies as may be provided for by law.

Section 15. Holding Over. In case Lessee holds over beyond the term herein provided with the consent, express or implied, of the Owner, such tenancy shall be from month-to-month only, subject to the same terms and conditions of this Lease, but shall not be a renewal hereof. Such month-to-month tenancy shall be terminable on thirty (30) days written notice by either party to the other party.

Section 16. Cancellation Provision. Notwithstanding any other provisions contained herein, either party shall have the right to cancel this Lease, without cause, at anytime, upon thirty (30) days prior written notice to the other party.

Section 17. Owner's Access. Lessee agrees to permit the Owner or Owner's authorized agents, upon reasonable advance notice, free access to the Premises at all reasonable times for the purpose of inspection of the Premises or for making necessary alterations, improvements or major repairs.

Section 18. Discrimination. The Lessee herein covenants by and for itself, its heirs, executors, administrator, and assigns, and all persons claiming under or through it that this Lease is made, accepted and subject to the following conditions:

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, the leasing, subleasing, transferring, use, occupancy, tenure, enjoyment of the Premises herein leased nor shall the Lessee itself, or any person claiming under or through it, establish or permit any such practice or practices of discrimination or segregation with referenced to the selection,

location, number, use of occupancy, of Lessees or vendees in the Premises herein leased.

Section 19. Indemnification. Lessee shall indemnify and save harmless the Owner, its officials, officers, employees, agents and volunteers (collectively hereafter the “Owner”), against any and all damages to property or injuries to or death of any person or persons, and shall defend, indemnify and save the Owner from any and all liability and expense, including 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 in any way resulting from or arising out of Lessee’s, its employees, contractors, agents or invitees negligent or intentional acts in or on the Premises, or from conduct of Lessee, its employees, contractors, agents or invitees practice or business from any activity, work or things done.

This indemnification and hold harmless obligation does not extend to claims arising out of the sole negligence or willful misconduct of the Owner.

Section 20. Partnership Disclaimer. Lessee and any and all agents of Lessee shall act in an independent capacity and not as officers or employees of the Owner. Nothing herein contained shall be construed as constituting the parties herein as partners.

Section 21. Vacating Premises. Lessee shall, on the last day of said term or sooner termination of this Lease, peaceably and quietly leave, surrender and yield up to the Owner, the Premises in good order, condition and repair, reasonable use and wear thereof and damage by acts of nature, excepted.

Section 22. Compliance with Laws. Lessee shall at its sole cost and expense, comply with all the laws and requirements of all municipal, county, state and federal authorities now in force, or which may hereafter be in force pertaining to the Premises and use of the Premises as provided by this Lease.

Section 23. Easements and Right of Way. This Lease is subject to all existing easements and right of way. Owner further reserves the right to grant additional public utility easements as may be necessary and Lessee hereby consents to the granting of any such easements. The public utility will be required to reimburse Lessee for any damages suffered by Lessee caused by the construction work on the easement area.

Section 24. Parking Access. Unless specifically provided herein, if off-street parking is provided at the Site of the Premises, Lessee, its employees and invitees may have equal access to non-restricted/non-reserved parking spaces provided to all Lessees on a first-come, first-served basis.

Section 25. Relocation. Lessee acknowledges that Lessee, its employees, contractors, subordinates and assigns are not entitled to any Relocation Payment or Relocation Advisory Assistance due to their occupancy of the Premises.

Section 26. Failure to Perform. In the event of the failure, neglect or refusal of Lessee to do, or perform work, or any part thereof, of any act or thing in this Lease provided to be done and performed by Lessee, Owner shall, at its option, have the right to do and perform the same, and Lessee hereby covenants and agrees to pay Owner the costs thereof on demand.

Section 27. Binding on Successors. Each and all of the terms and agreements herein contained shall be binding upon and shall inure to the benefit of the successors in interest of the Owner, and wherever the context permits or requires the successors in interest to the Lessee.

Section 28. Amendments. This Lease Agreement may be modified or amended only be written document executed by both Lessee and Owner'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 Lease Agreement.

Section 29. Waivers. A waiver by either party to this Agreement of any breach of any terms, covenants or condition contained herein shall not be deemed to be a waiver of any subsequent breach of the same or any other term, covenant or condition contained herein, whether of the same or a different character.

Section 30. Governing Law and Severability. This Agreement shall be governed by and construed under the laws of the State of California. In the event of litigation between the parties, venue in state trial courts shall lie exclusively in the County of Los Angeles.

Should any part of this Agreement be declared by a final decision by a court or tribunal of competent jurisdiction to be unconstitutional, invalid, or beyond the authority of either party to enter into or carry out, such decision shall not affect the validity of the remainder of this Agreement, which shall continue in full force and effect, provided that the remainder of this Agreement, absent the unexcised portion, can be reasonably interpreted to give effect to the intentions of the parties.

Section 31. Notices. All notices, demands, or requests to be given under this Lease Agreement shall be given in writing and conclusively shall be deemed received when: (a) delivered personally or (b) on the fifth (5th) business day after the deposit thereof in the United States mail, postage prepaid, and addressed as hereinafter provided, or (c) one business day after send by facsimile transmission.

To OWNER: **City of Compton**
 205 South Willowbrook Avenue
 Compton, California 90220
 Attn: Director, General Services Department
 (310) 605-5519

With copy to: **City of Compton**
 205 South Willowbrook Avenue
 Compton, California 90220
 Attn: City Manager

To LESSEE: **Sylvia Nunn Angels**

Attn: Cynthia Nunn, President
(310) 906-9154

Section 32. Entire Agreement. This Lease and any exhibits or attachments hereto and incorporated herein constitute the entire agreement of Owner and Lessee. There are no agreements, terms, conditions or obligations other than those set forth herein.

This Lease shall supersede all previous communications, representations or agreements, either verbal or written between Owner and Lessee. This agreement may be modified only by written agreement signed by both Owner and Lessee.

IN WITNESS WHEREOF, Lessee has executed this Lease and the Owner, by its City Manager, who is authorized to do so, has executed this Lease.

SYLVIA NUNN ANGELS
LESSEE

By _____
 Cynthia Nunn, President

Dated: _____

CITY OF COMPTON/OWNER
Recommended for Approval:

By _____
Nebraska Jones, Director
General Services Department

Dated: _____

Approved by:

By _____
Willie A. Hopkins, Jr., City Manager

Dated: _____

Approved as to form:

By _____
Eric J. Perrodin, City Attorney

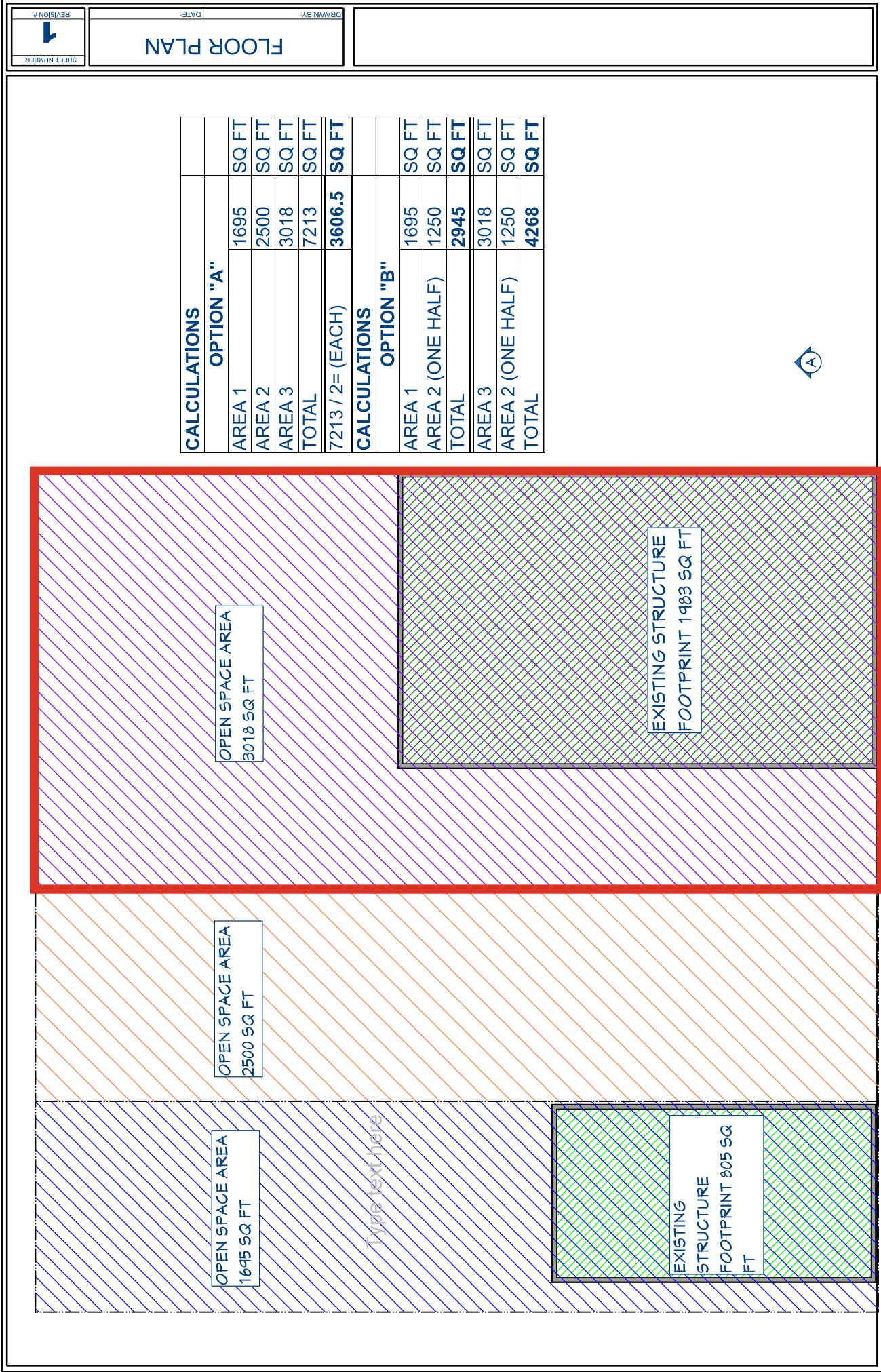
Dated: _____

ATTEST:

Dated: _____

By _____
Vernell McDaniel, City Clerk

Sylvia Nunn Angels
202 N. Long Beach Blvd.



CALCULATIONS			
OPTION "A"			
AREA 1	1695	SQ FT	
AREA 2	2500	SQ FT	
AREA 3	3018	SQ FT	
TOTAL	7213	SQ FT	
7213 / 2= (EACH)			
	3606.5	SQ FT	
CALCULATIONS			
OPTION "B"			
AREA 1	1695	SQ FT	
AREA 2 (ONE HALF)	1250	SQ FT	
TOTAL	2945	SQ FT	
AREA 3	3018	SQ FT	
AREA 2 (ONE HALF)	1250	SQ FT	
TOTAL	4268	SQ FT	

Indoor Cost: \$1,983.00
Outdoor Cost: \$1,509.00
Monthly Lease Payment: \$3,492.00



Sylvia Nunn Angels
200 N. Long Beach Blvd.
Compton, Ca. 90221
SNANGELS@yahoo.com

City of Compton

Emma Sharif, Mayor

205 South Willowbrook Avenue

Compton, CA 90220

Dear Mayor Sharif and Compton City Council,

Sylvia Nunn Angels, Inc. (SNA) is requesting that the Compton City Council continues to support the Organization by allowing SNA to occupy the building at 200 N. Long Beach Blvd.

SNA is committed to continuing its work to support, assist, and divert youth from joining gangs as well As support and assist adults with food, clothing, housing assistance, and job leads. SNA has served the Compton Community in this location since 2012 and has had a positive and consistent impact.

Your consideration to continue this mutually beneficial relationship is greatly appreciated.

Sincerely,

Cynthia Nunn

Executive Director/ founder

Sylvia Nunn Angels Inc.

October 1, 2024

TO: MAYOR AND COUNCIL MEMBERS

FROM: CITY MANAGER

SUBJECT: A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON AUTHORIZING THE CITY MANAGER TO ENTER INTO A CONTRACT WITH AND ESTABLISH A PURCHASE ORDER FOR THE COUNTY OF LOS ANGELES DEPARTMENT OF ANIMAL CARE AND CONTROL FOR ANIMAL CARE AND CONTROL SERVICES TO THE CITY OF COMPTON FOR FISCAL YEARS 2024-2025 THROUGH 2028-2029 (\$1,253,279.00)

SUMMARY

Adoption of this resolution will authorize the City Manager to enter into a five (5) year (i.e. July 1, 2024 through June 30, 2029) contract with the County of Los Angeles Department of Animal Care and Control for provision of Animal Care and Control Services to the City and establish a purchase order in the amount of One Million Two Hundred Fifty-Three Thousand Two Hundred Seventy-Nine Dollars (\$1,253,279.00) for services rendered during Fiscal Year 2024-2025.

BACKGROUND

The City does not have adequate facilities, equipment, shelters, trained caretakers, veterinary personnel, etc. to handle animal care and control services; thus, for a number of years the City has contracted with the County of Los Angeles, Department of Animal Care and Control in order to provide these services.

Typical services provided by the County include, but are not limited to, dead animal pick-up, capture, impoundment, care of stray animals, licensing and medical services. The County bills the City on a monthly basis for housing services according to costs that the County incurs, with the City receiving offsetting credits for licensing and impounding.

On June 25, 2019, the City Council adopted Resolution No. 25,064, which authorized a five (5) year renewal of the services agreement with the County of Los Angeles Department of Animal Care and Control to provide animal control services for the City for the period of July 1, 2019 to June 30, 2024 ("Agreement"). This agreement expired on June 30, 2024.

STATEMENT OF ISSUE

During Fiscal Year 2023-2024, the Los Angeles County Animal Care and Control division provided kennel services for approximately thirteen thousand (13,000) dogs, cats and other animals, and disposed of seven hundred (700) animals. The Animal Care and Control Department also collected license fees and penalties for more than two thousand (2,000) pets within the City of Compton. Because the City is not equipped nor has the personnel or facilities to provide these needed services to protect the health and welfare of the City and its citizens, staff finds that the renewal of the Agreement is necessary, beneficial and advantageous to the City.

Effective July 1, 2021 The County of Los Angeles revised the recommended billing rates using an equitable methodology that includes recovery of medical costs based on the average length of stay for animals and provided for recovery of costs for public services offered to residents at County animal care centers.

To lessen the financial impact of the new billing methodology on the contract cities, the Department offered a six-year step-up plan to gradually bring the cities services into full cost recovery. The chart below details the six-year step-up plan (Enclosure 1).

SIX-YEAR STEP-UP PLAN			
	FISCAL YEAR	CITY COST	DACC SUBSIDY
YEAR 1	FY 2021-22	50%	50%
YEAR 2	FY 2022-23	60%	40%
YEAR 3	FY 2023-24	70%	30%
YEAR 4	FY 2024-25	80%	20%
YEAR 5	FY 2025-26	90%	10%
YEAR 6	FY 2026-27	100%	0%

The term of the Agreement with the County of Los Angeles for Animal Services shall be for five (5) years commencing on July 1, 2024 through June 30, 2029. The annual payments projected for services rendered are \$1,253,279.00 (One Million Two Hundred Fifty-Three Thousand Two Hundred Seventy-Nine Dollars).

FISCAL IMPACT

Funds in the amount of \$1,253,279.00 (One Million Two Hundred Fifty-Three Thousand Two Hundred Seventy-Nine Dollars) have been allocated in the Fiscal Year 2024-2025 Budget in Account No. 1001-670-000-4266 and will be appropriated to the subsequent Fiscal Years 2025-2026, 2026-2027, 2027-2028, and 2028-2029 budget adoptions.

Funding for Fiscal Years 2025-2026 and 2026-2027, will be increased by ten percent (10%) as part of the County's six-year step down plan. Funding for Fiscal Years 2027-2028 and 2028-2029 will be determined based upon services rendered.

ALTERNATIVE

No alternatives offered at this time. By State statute each City must have some type of animal care and control services to protect the health and well-being of the City and its citizens.

RECOMMENDATION

Staff recommends that the attached Resolution to renew the Animal Control Services Agreement between the City of Compton and the County of Los Angeles for Fiscal Years 2024-2029 be adopted by the City Council.

**ANTHONY WARD
COMMUNITY IMPROVEMENT SERVICES**

APPROVED FOR FORWARDING:

**WILLIE A. HOPKINS
CITY MANAGER**

RESOLUTION NO. _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON AUTHORIZING THE CITY MANAGER TO ENTER INTO A CONTRACT WITH AND ESTABLISH A PURCHASE ORDER FOR THE COUNTY OF LOS ANGELES DEPARTMENT OF ANIMAL CARE AND CONTROL FOR ANIMAL CONTROL SERVICES TO THE CITY OF COMPTON FOR FISCAL YEARS 2024-2025 THROUGH 2028-2029 (\$1,253,279.00)

WHEREAS, the City has historically contracted with the County of Los Angeles County for provision of animal control services to the City through the County’s Department of Animal Care and Control Division. These services are a continuous necessity to protect the health and welfare of the City and its citizens; and

WHEREAS, the City does not have adequate facilities, equipment, shelters, trained caretakers, veterinary personnel, etc. to handle animal care and control services; thus, for a number of years the City has contracted with the County of Los Angeles, Department of Animal Care and Control in order to provide these services; and

WHEREAS, typical services provided by the County include, but are not limited to, dead animal pick-up, capture, impoundment, care of stray animals, licensing and medical services. The County bills the City on a monthly basis for housing services according to costs that the County incurs, with the City receiving offsetting credits for licensing and impounding; and

WHEREAS, on June 25, 2019, the City Council adopted Resolution No. 25,064, which authorized a five (5) year renewal of the services agreement with the County of Los Angeles Department of Animal Care and Control to provide animal control services for the City for the period of July 1, 2019 to June 30, 2024 (“Agreement”). This agreement expired on June 30, 2024; and

WHEREAS, the City is not equipped nor has the personnel or facilities to provide these much-needed services to protect the health and welfare of the City and its citizens, staff finds that the renewal of the Agreement is necessary, beneficial and advantageous to the City; and

WHEREAS, effective July 1, 2021 The County of Los Angeles revised the recommended billing rates using an equitable methodology that includes recovery of medical costs based on the average length of stay for animals and provided for recovery of costs for public services offered to residents at County animal care centers; and

WHEREAS, to lessen the financial impact of the new billing methodology on the contract cities, the Department offered a six-year step-up plan to gradually bring the cities services into full cost recovery. The chart below details the six-year step-up plan; and

SIX-YEAR STEP-UP PLAN			
	FISCAL YEAR	CITY COST	DACC SUBSIDY
YEAR 1	FY 2021-22	50%	50%
YEAR 2	FY 2022-23	60%	40%
YEAR 3	FY 2023-24	70%	30%
YEAR 4	FY 2024-25	80%	20%
YEAR 5	FY 2025-26	90%	10%
YEAR 6	FY 2026-27	100%	0%

WHEREAS, the term of the Animal Control Services Agreement with the County of Los Angeles shall be for five (5) years commencing on July 1, 2024 through June 30, 2029; and

WHEREAS, funds for this expenditure have been allocated in the Fiscal Year 2019-2020 Budget in Account No. 1001-670-000-4266 and will be appropriated into each of the subsequent Fiscal Years 2025-2026, 2026-2027, 2027-2028, and 2028-2029 budget adoptions and funding for Fiscal Years 2025-2026 and 2026-2027 will be increased by ten percent (10%) as part of the County's six-year step up plan.

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

SECTION 1. That the City Manager is hereby authorized enter into a five (5) year (i.e. July 1, 2024 through June 30, 2029) contract with the County of Los Angeles Department of Animal Care and Control for provision of animal care and control services to the City.

SECTION 2. That funds in the amount of \$1,253,279.00 (One Million Two Hundred Fifty-Three Thousand Two Hundred Seventy-Nine Dollars) have been allocated in the Fiscal Year 2024-2025 Budget in Account No. 1001-670-000-4266 and will be appropriated into each of the subsequent Fiscal Years 2025-2026, 2026-2027, 2027-2028, and 2028-2029 budget adoptions.

SECTION 3. That a purchase order is authorized to Los Angeles County Department of Animal Care and Control in the amount not-to-exceed of \$1,253,279.00 for services rendered during Fiscal Year 2024-2025 (i.e. July 1, 2024 through June 30, 2025) and funding for Fiscal Years 2025-2026 and 2026-2027 will be increased by ten percent (10%) as part of the County's six-year step up plan. Funding for Fiscal Years 2027-2028 and 2028-2029 will be determined based upon services rendered.

SECTION 4. That the certificated copy of this Resolution shall be filed in the Offices of the City Clerk, City Manager, City Controller, City Attorney and Community Improvement Services Department.

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

ADOPTED this _____ day of _____, 2024.

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, signed by the Mayor and attested to by the City Clerk at a regular meeting thereof held on the _____ day of _____, 2024.

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-COUNTY MUNICIPAL SERVICES AGREEMENT

**COUNTY OF LOS ANGELES
DEPARTMENT OF ANIMAL CARE AND CONTROL**

AND

THE CITY OF

FISCAL YEAR 2024-25 SERVICE LEVEL REQUEST

I. Animal Care Center Services

The level of animal care center service that the City requests and the County agrees to, is (select one of the three options below):

☐ Full Service

Primary animal care center: N/A

☐ Animal Care Center Services for Transfer

City's Animal Care Facility contact information:

Agency Name: _____

Telephone: _____

Address: _____

☐ No Animal Care Center Services

II. Field Services

The level of field service that the City requests and the County agrees to, is (select one of the three options below):

- ☐ Standard Service Plan
☐ Limited Service Plan (check all applicable boxes below)

Full County Field Services	
County provides service on following days/times (please identify):	
Weekend days and holidays (please identify days and hours):	
Priority County Field Services - Priority 1 Calls Only (As Determined by Department Policy)	
County provides service on following days/times (please identify):	
Weekend days and holidays (please identify days and hours):	
Standby County Field Services (Service Requests only from City Personnel; the City will screen calls from the public)	
County provides service on following days/times (please identify):	
Weekend days and holidays (please identify days and hours):	
Humane Investigations – as needed	☐ Yes ☐ No
Administrative Investigations – as needed (LACC Title 10, Chapter 37, Potentially Dangerous/Vicious Dogs)	☐ Yes ☐ No
Administrative Compliance (Post hearing compliance checks will be handled by DACC on City's behalf)	☐ Yes ☐ No

City's Animal Control (Field Services) contact information:

Department Name: _____

Telephone: _____

Address: _____

- ☐ No Field Services

III. Individual Animal Licensing

- ☐ The City agrees to have the County provide individual animal licensing and has adopted the license fees outlined in Los Angeles County Code.
- ☐ The City agrees to have the County provide individual animal licensing and has adopted the following license fees (please provide a copy of the applicable ordinance or resolution):

Altered Dog	\$	Altered Cat	\$
Unaltered Dog	\$	Unaltered Cat	\$
Senior-owned Altered Dog	\$	Senior age is defined as age	
Military Veteran w/ Disability Altered Dog	\$		
Delinquency Charge	\$ Equal to amount of license	Delinquency charge applies after:	days
Other Special License Fee	\$	Description/criteria:	
Field Enforcement Fee* (select one)	☐ \$40.00		
	☐ \$0.00		

*Only applicable when licensing is initiated in the field by Department employees.

Current license fees adopted by the City on _____, 20_____.

- ☐ No Animal Licensing Services

IV. Outreach and Enforcement Services

Please make a selection for each of the options below. For more information, you can view Attachment A, Description of Services, of your municipal services agreement or reach out to one of the contacts listed on Page 7 of this Service Level Request.

A. Animal Facility Inspection and Licensing (Costs included in overhead—not billed)

- ☐ The City requests the County to license animal-related facilities (including inspection and grading services) in the City.
- ☐ No animal facility licensing services--the City will conduct its own program. (Please provide contact information below.)

The City's animal facility program contact information:

Department Name: _____

Telephone: _____

Address: _____

B. Vaccination and Microchip Clinic(s)

- ☐ The City requests the County to provide or assist in arranging for vaccination clinic(s) in the City, utilizing Department personnel to also license animals during the vaccination clinic(s), at the applicable rate for staff time.
- ☐ No vaccination or licensing clinic services.

C. Spay/Neuter Trust Fund

- ☐ Participate in the Spay/Neuter Trust Fund to allow residents access to low-cost spay/neuter services.
- ☐ No participation in the Spay/Neuter Trust Fund.

V. Enforcement of County Code

- ☐ The City agrees to the enforcement of Title 10 with no exceptions.
- ☐ The City agrees to the enforcement of Title 10 with the following pre-approved exception(s): (please mark all that apply)
- ☐ 10.20.350: Mandatory Spay and Neuter. The City does not require the spay/neuter of:
- ☐ Dogs
- ☐ Cats
- ☐ 10.20.185: Mandatory Microchipping. The City does not require the microchipping of:
- ☐ Dogs
- ☐ Cats
- ☐ 10.20.038: Number of dogs and cats. In the City the following number of animals are allowed per household:
- Dogs _____ Cats _____ Total of _____ dogs/cats
- ☐ 10.20.030: Mandatory Cat Licensing. Domestic cats are subject to:
- ☐ Voluntary Cat Licensing
- ☐ No Cat Licensing
- ☐ 10.28.020: Animal Facility Licensing. The County will not license/inspect animal facilities.
- ☐ 10.40.060: Excessive Animal Noise Complaints. The City will conduct its own noise enforcement.
- City's Animal Noise Complaint contact information:
- Department Name: _____
- Telephone: _____
- Address: _____
- E-mail: _____

VI. Requested Additions to Title 10 Enforcement

Please list individual municipal code sections requested to be enforced by the Department. (Please ensure your municipal code contains adequate enforcement authority.)

COUNTY			
City Code Section No.	City Code Section Title	Approved	Not Approved

VII. Contact Information

County Primary Contact

Name: Bradley Kim
Title: Contracts and Grants Division Liaison
Address: 5898 Cherry Avenue
Long Beach, CA 90805
Telephone: (562) 379-9722
E-mail: Bkim@animalcare.lacounty.gov

County Alternate Contact

Name: Jeffrey Martinez Flores
Title: Management Analyst
Address: 5898 Cherry Avenue
Long Beach, CA 90805
Telephone: (562) 256-1363
E-mail: Jmartinez-flores@animalcare.lacounty.gov

City Primary Contact

Name: _____
Title: _____
Address: _____

Telephone: (____) _____
E-mail: _____

City Alternate Contact

Name: _____
Title: _____
Address: _____

Telephone: (____) _____
E-mail: _____

Note: A new Service Level Request submission is not needed if a city wishes only to update its contacts. For contact updates, an email notice will suffice.

VIII. Annual/Amended Service Request Approval

For the City:

Authorized City Representative
(Printed Name)

Authorized Signature
(Signature)

Date

Title

Telephone Number

For the County:

Marcia Mayeda

Director
Dept. of Animal Care and Control

Authorized Signature
(Signature)

Date

CITY-COUNTY MUNICIPAL SERVICES AGREEMENT

**COUNTY OF LOS ANGELES
DEPARTMENT OF ANIMAL CARE AND CONTROL**

AND

THE CITY OF

Compton

FISCAL YEAR 2023-24 SERVICE LEVEL REQUEST

I. Animal Care Center Services

The level of animal care center service that the City requests and the County agrees to, is (select one of the three options below):

☒ Full Service

Primary animal care center: Downey Animal Care Center

☐ Animal Care Center Services for Transfer

City's Animal Care Facility contact information:

Agency Name: _____

Telephone: _____

Address: _____

☐ No Animal Care Center Services

II. Field Services

The level of field service that the City requests and the County agrees to, is (select one of the three options below):

- ☒ Standard Service Plan
☐ Limited Service Plan (check all applicable boxes below)

Full County Field Services	
County provides service on following days/times (please identify):	
Weekend days and holidays (please identify days and hours):	
Priority County Field Services - Priority 1 Calls Only (As Determined by Department Policy)	
County provides service on following days/times (please identify):	
Weekend days and holidays (please identify days and hours):	
Standby County Field Services (Service Requests only from City Personnel; the City will screen calls from the public)	
County provides service on following days/times (please identify):	
Weekend days and holidays (please identify days and hours):	
Humane Investigations – as needed	☐ Yes ☐ No
Administrative Investigations – as needed (LACC Title 10, Chapter 37, Potentially Dangerous/Vicious Dogs)	☐ Yes ☐ No
Administrative Compliance (Post hearing compliance checks will be handled by DACC on City's behalf)	☐ Yes ☐ No

City's Animal Control (Field Services) contact information:

Department Name: _____

Telephone: _____

Address: _____

☐ No Field Services

III. Individual Animal Licensing

- ☒ The City agrees to have the County provide individual animal licensing and has adopted the license fees outlined in Los Angeles County Code.
- ☐ The City agrees to have the County provide individual animal licensing and has adopted the following license fees (please provide a copy of the applicable ordinance or resolution):

Altered Dog	\$	Altered Cat	\$
Unaltered Dog	\$	Unaltered Cat	\$
Senior-owned Altered Dog	\$	Senior age is defined as age	
Military Veteran w/ Disability Altered Dog	\$		
Delinquency Charge	\$ Equal to amount of license	Delinquency charge applies after:	days
Other Special License Fee	\$	Description/criteria:	
Field Enforcement Fee* (select one)	☐ \$40.00 ☐ \$0.00		

*Only applicable when licensing is initiated in the field by Department employees.

Current license fees adopted by the City on _____, 20_____.

- ☐ No Animal Licensing Services

IV. Outreach and Enforcement Services

A. Animal Facility Inspection and Licensing (Costs included in overhead—not billed)

- ☒ The City requests the County to license animal-related facilities (including inspection and grading services) in the City.
- ☐ No animal facility licensing services—the City will conduct its own program. (Please provide contact information below.)

The City's animal facility program contact information:

Department Name: _____

Telephone: _____

Address: _____

B. Vaccination and Microchip Clinic(s)

- ☒ The City requests the County to provide or assist in arranging for vaccination clinic(s) in the City, utilizing Department personnel to also license animals during the vaccination clinic(s), at the applicable rate for staff time.
- ☐ No vaccination or licensing clinic services.

C. Spay/Neuter Trust Fund

- ☒ Participate in the Spay/Neuter Trust Fund to allow residents access to low-cost spay/neuter services.
- ☐ No participation in the Spay/Neuter Trust Fund.

V. Enforcement of County Code

- ☒ The City agrees to the enforcement of Title 10 with no exceptions.
- ☐ The City agrees to the enforcement of Title 10 with the following pre-approved exception(s): (please mark all that apply)
- ☐ 10.20.350: Mandatory Spay and Neuter. The City does not require the spay/neuter of:
- ☐ Dogs
☐ Cats
- ☐ 10.20.185: Mandatory Microchipping. The City does not require the microchipping of:
- ☐ Dogs
☐ Cats
- ☐ 10.20.038: Number of dogs and cats. In the City the following number of animals are allowed per household:
- Dogs _____ Cats _____ Total of _____ dogs/cats
- ☐ 10.20.030: Mandatory Cat Licensing. Domestic cats are subject to:
- ☐ Voluntary Cat Licensing
☐ No Cat Licensing
- ☐ 10.28.020: Animal Facility Licensing. The County will not license/inspect animal facilities.
- ☐ 10.40.060: Excessive Animal Noise Complaints. The City will conduct its own noise enforcement.

City's Animal Noise Complaint contact information:

Department Name: _____

Telephone: _____

Address: _____

E-mail: _____

VI. Requested Additions to Title 10 Enforcement

Please list individual municipal code sections requested to be enforced by the Department. (Please ensure your municipal code contains adequate enforcement authority.)

COUNTY			
City Code Section No.	City Code Section Title	Approved	Not Approved

VII. Contact Information

County Primary Contact

Name: Bradley Kim
Title: Contracts and Grants Division Liaison
Address: 5898 Cherry Avenue
Long Beach, CA 90805
Telephone: (562) 379-9722
E-mail: Bkim@animalcare.lacounty.gov

County Alternate Contact

Name: Alyssa Perez
Title: Management Analyst
Address: 5898 Cherry Avenue
Long Beach, CA 90805
Telephone: (562) 379-9728
E-mail: aperez2@animalcare.lacounty.gov

City Primary Contact

Name: Anthony Ward
Title: Director
Address: 205 S Willowbrook Ave
Compton, CA 90220
Telephone: (310) 605-6317
E-mail: award@comptoncity.org

City Alternate Contact

Name: Triphenia Simmons
Title: Assistant City Manager
Address: 205 S Willowbrook Ave
Compton, CA 90220
Telephone: (310) -605-6260
E-mail: tsimmons@comptoncity.org

VIII. Annual/Amended Service Request Approval

For the City:

Jerry Groomes

Authorized City Representative
(Printed Name)

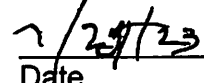
City Manager

Title


Authorized Signature
(Signature)

310-605-5585

Telephone Number


Date

For the County:

Marcia Mayeda

Director
Dept. of Animal Care and Control



Authorized Signature
(Signature)

Jul 27, 2023

Date

Compton SLR FY23-24

Final Audit Report

2023-07-27

Created:	2023-07-27
By:	Bradley Kim (bkim@animalcare.lacounty.gov)
Status:	Signed
Transaction ID:	CBJCHBCAABAA5xFpVEsWf2BmlJhO3_4l_ftsutwfR9A8

"Compton SLR FY23-24" History

-  Document created by Bradley Kim (bkim@animalcare.lacounty.gov)
2023-07-27 - 3:02:55 PM GMT- IP address: 104.129.199.49
-  Document emailed to Marcia Mayeda (mmayeda@animalcare.lacounty.gov) for signature
2023-07-27 - 3:03:25 PM GMT
-  Email viewed by Marcia Mayeda (mmayeda@animalcare.lacounty.gov)
2023-07-27 - 7:15:12 PM GMT- IP address: 174.193.55.34
-  Document e-signed by Marcia Mayeda (mmayeda@animalcare.lacounty.gov)
Signature Date: 2023-07-27 - 7:15:26 PM GMT - Time Source: server- IP address: 174.193.55.34
-  Agreement completed.
2023-07-27 - 7:15:26 PM GMT



LOS ANGELES COUNTY

ANIMAL CARE & CONTROL | **redefining CARE**



Marcia Mayeda, Director

June 26, 2024

Jerry Groomes
City Manager
205 South Willowbrook Avenue
Compton, CA 90220

Dear Mr. Groomes:

City-County Municipal Services Agreement and Service Level Request

Thank you for your continued collaboration with the Department of Animal Care and Control (DACC) to ensure the welfare and safety of animals and residents in your city. The current contract for services, known as the City-County Municipal Services Agreement, was approved by the County of Los Angeles Board of Supervisors on February 6, 2024, and has either been renewed or is in the process of being renewed by contract cities. This new agreement is effective from July 1, 2024, through June 30, 2029.

Cities may submit a new Service Level Request (SLR) at any time to request a change in services or update their city's contact information (Attachment B). **Please note that effective July 1, 2024, cities can request revisions to the contact(s) listed on their SLR via email. A new SLR submission will no longer be required.** For reference, we have also enclosed the most current SLR we have on file for your city (Attachment A). To submit a revised SLR, please complete the attached electronic form, obtain your authorized representative's signature, and email it to Brad Kim at BKim@animalcare.lacounty.gov. Any additions or deletions to services will be scheduled for implementation upon agreement of both parties.

If you are unable to complete or sign the SLR electronically, you may use the enclosed blank SLR form. Hard copies should be submitted to:

County of Los Angeles
Department of Animal Care and Control
Attention: Contracts, Grants, and Analytics Division
5898 Cherry Avenue
Long Beach, CA 90805

Agoura ACC
29525 Agoura Road
Agoura Hills, CA 91301
(818) 991-0071

Baldwin Park ACC
4275 N. Elton Street
Baldwin Park, CA 91706
(626) 962-3577

Carson/Gardena ACC
216 W. Victoria Street
Gardena, CA 90248
(310) 523-9566

Castaic ACC
31044 N. Charlie Canyon Rd.
Castaic, CA 91384
(661) 257-3191

Downey ACC
11258 S. Garfield Ave.
Downey, CA 90242
(562) 940-6898

Lancaster ACC
5210 W. Avenue I
Lancaster, CA 93536
(661) 940-4191

Palmdale ACC
38550 Sierra Highway
Palmdale, CA 93550
(661) 575-2888

Administrative Office
5898 Cherry Avenue
Long Beach, CA 90805
(800) 253-3555

If you have any questions or concerns or are interested in scheduling a meeting, please contact Brad Kim at BKim@animalcare.lacounty.gov or (562) 379-9722.

Fiscal Year 2024-25 Billing Rates

The billing rates for animal care and control services for Fiscal Year (FY) 2024-25 will be in effect from July 1, 2024, through June 30, 2025. All rates are listed on the first page of the "City-County Municipal Services Billing Rates" document enclosed (Attachment C). An individual cost estimate for FY 2024-25 for your city based on prior service usage is also enclosed (Attachment D).

Step 4 Flat Rate per Impound

For FY 2024-25, DACC will move to Step 4 of the six-year step-up plan, whereby the County will be subsidizing 20% of the animal housing costs for cities and the rate for dog and cat housing will be \$697.36 per impound. A daily rate will only apply in cases of "special intake" such as confiscation, quarantine, or investigations involving potentially dangerous or vicious dogs. For these special intake animals, cities will be charged the flat per impound rate of \$697.36, plus a daily rate of \$87.17 after the eighth day in care. This information is itemized as a separate charge on cities' monthly invoices. Moreover, DACC will strive to keep cities informed of high-profile cases that may lead to animals being placed on legal hold.

The actual cost of providing County animal housing for a cat or dog was recently calculated by the County Auditor-Controller to be \$871.70 per impound, or \$87.17 per day, based on an average stay of ten days for cats and dogs. Under the step-up plan, Step 4 calculates the cost by multiplying eight days by \$87.17, resulting in \$697.36 per impound. The County subsidizes \$174.34 for each impound.

Per Capita

The per capita charge for full-service cities in FY 2024-25 will be \$0.70. This rate is adjusted annually based on the number of public service hours provided to the community in the preceding fiscal year. This annual charge encompasses activities aimed at providing alternatives to animal impoundment such as staff time allocated to counseling, referring to services, or offering other resources to help pets remain with their families and out of animal care centers.

Limited Field Services

Limited Field Services cities are defined as those that have their own City animal control staff and only require DACC to provide back-up field services upon request or on a part-time basis. The FY 2024-25 rate for such services is \$234.30 per hour when requested.

at least two weeks in advance. This rate factors in the cost of overtime. For services requested outside of scheduled hours or without two-weeks' notice, the same rate will apply with a minimum callout charge of four hours. Limited Field Services cities will also incur charges for the hours Dangerous Dog Investigations Unit (DDIU) officers dedicate to aggressive dog and dog bite investigations upon the city's request. These services will be billed at the standard (non-overtime) hourly rate of \$156.20.

Pet Licensing

The Rabies Vaccination Certificate (RVC) tool has played a crucial role in helping DACC identify thousands of pet licenses currently out of compliance. The next step involves the DACC team sending notices to pet owners to provide them with a chance to rectify their fees promptly, thus avoiding penalties. If pet owners do not license their pets, DACC will initiate the issuance of administrative citations to ensure compliance. This new process will empower DACC to enforce compliance effectively. These measures will be communicated to cities prior to implementation.

Grant and Donation Funded Programs

DACC has maintained its commitment to fostering partnerships with animal welfare agencies to secure grants aimed at sustaining and expanding the Pets Are Family (PAF) program. You can learn more about each of our PAF services by viewing our [DACC support services page](#) which offers brochures in [English](#), [Mandarin](#), [Spanish](#), [Korean](#), and [Vietnamese](#). Notably, DACC's non-profit partner, the Los Angeles County Animal Care Foundation, has made substantial contributions such as earmarking \$250,000 to DACC for broadening access to low-cost spay/neuter services for owned pets and community cats.

Additionally, they have allocated \$370,000 to bolster Vet@ThePark clinics in 2024. Vet@ThePark is where DACC brings its mobile veterinary unit to local community parks and provides free veterinary exams, flea medications, vaccines, deworming, microchips, and pet food. These clinics are generally held monthly at County parks or event sites identified by our city partners. If your city is interested in scheduling an event, please reach out to Jeffrey Martinez-Flores at jmartinez-flores@animalcare.lacounty.gov.

Recommendations to Reduce Animal Service Costs

DACC has several recommendations for cities to potentially reduce their costs related to animal care and control services. Below is a comprehensive list:

- Adopt and increase your own city's cat and/or dog license fees.
- Mandate and enforce cat licensing.
- Mandate spay/neuter of owned pets to reduce the prevalence of pets running loose and being impounded to County animal care centers.

- Mandate microchipping of owned pets to increase the likelihood of pets being returned in the field by animal control officers, thereby eliminating a need for impoundment.
- Contract separately with a waste management provider for dead animal pick-up and disposal services to reduce DACC field hours charged for such calls.
- Enforce animal facility/business licensing; DACC offers business licensing and inspection services at no additional cost.
- Elect to participate in our Spay and Neuter Trust Fund program, enabling your residents to access free and low-cost spay and neuter clinics. This will help control animal population and reduce animal admissions thereby reducing cost associated with animal admissions.
- Elect to participate in our vaccination and microchip clinics, providing your residents with opportunities to attend our free and low-cost vaccination and microchipping services for their pets. Having more pets microchipped can lead to more return to owners in the field and reduced animal admissions.
- Request that DACC pet licensing enforcement officers attend large city events to collect pet license fees, thus increasing pet licensing revenue credited to the city.
- Partner with DACC to engage in canvassing outreach via social media and mailers aimed at boosting licensing compliance and generating additional revenue.

If you would like more information about any of the options listed above, please contact Brad Kim, our Contracts, Grants, and Analytics Division Manager, at (562) 379-9722 or BKim@animalcare.lacounty.gov.

We are deeply grateful for the chance to serve your city's animal care needs. Through collaboration and partnership, we will deliver animal care and control services to your city with utmost efficiency, prioritizing the health and safety of both the community and the animals we serve together.

Sincerely,



MARCIA MAYEDA
Director

MM:DU:WD:BK:JMF:jl

S:\CONTRACT CITIES\Correspondence\2024-25 Billing Rate Letter to Contract Cities - General 6.25.2024 FINAL.docx

Enclosures

c: Animal Care Board Deputies



**COUNTY OF LOS ANGELES
DEPARTMENT OF ANIMAL CARE AND CONTROL
ESTIMATED SERVICE LEVELS SCHEDULE**



CITY OF COMPTON

City / Service Description	FY 2023-24 Estimated Costs (Current Year- Year 3)				FY 2024-25 Estimated Costs (Year 4)			
	Rate	Unit Type	# Units	* Cost	** Rate	Unit Type	# Units	* Cost
<u>Shelter Services</u>								
Alternatives to Care Center Admissions	\$ 0.75	Per Capita	93,719	\$ 70,289	\$ 0.70	Per Capita	93,671	\$ 65,570
Kennel Housing - Dog & Cat	\$ 515.34	Per Impound	1,290	\$ 664,789	\$ 697.36	Per Impound	1,290	\$ 899,594
Kennel Housing - Other Animals	included	Per Impound	55	\$ -	Included	Per Impound	55	\$ -
Special Intake / Quarantine Housing (Note 1)	\$ 73.62	Per Day	461	\$ 33,939	\$ 87.17	Per Day	461	\$ 40,185
Disposal of Dead Animals	included	Each	349	\$ -	Included	Each	349	\$ -
Private Vet	Varies	Each	176	\$ 55,364	Varies	Each	176	\$ 55,364
				\$ 824,381				\$ 1,060,713
<u>Field Services</u>								
Field Services	\$ 151.71	Hours	1,368	\$ 207,501	\$ 156.20	Hours	1,368	\$ 213,643
Animal License Field Enforcement Services	\$ 106.20	Hours	-	\$ -	\$ 110.47	Hours	-	\$ -
				\$ 207,501				\$ 213,643
<u>Other</u>								
Liability Insurance (3.5% of total Field Services and Animal License Enforcement)			\$ 207,501	\$ 7,263			\$ 213,643	\$ 7,477
Dog/Cat License Processing Fee	\$ 5.37	Each	1,052	\$ 5,649	\$ 5.54	Each	1,052	\$ 5,828
				\$ 12,912				\$ 13,306
Total City Cost (Sheltering, Field, and Other)				\$ 1,044,794				\$ 1,287,662
<u>Revenue:</u>								
Fees Collected From Residents				\$ (6,125)				\$ (6,125)
License/Penalty Fees				\$ (28,258)				\$ (28,258)
				\$ (34,383)				\$ (34,383)
Total City Net Cost				\$ 1,010,411				\$ 1,253,279

* Service Levels Schedule is an ESTIMATE only for the City's reference, estimated based on 11 months of actual invoices from July 2023 to May 2024 and estimated usage for the remaining 1 month (based on actual usage data from June 2023). City is liable for actual costs.

** Rates are recalculated annually based on prior actual costs; this rate projection was based on the cost of providing services in FY 2023-24. In addition, the allocation of costs for Alternatives to Care Center Admissions are adjusted annually based on actual time spent on each activity type.

Note 1: Special Care/Observation costs are billed at a flat per impound rate. If the animal's stay exceeds the length of stay captured in the flat rate, a daily rate will be charged for any remaining days. Legal Hold animals are held in accordance with applicable statutory guidelines and/or at the sole and absolute discretion of the Department, based on pending or anticipated criminal, civil, or administrative action.



New Billing Methodology

COUNTY OF LOS ANGELES
ANIMAL CARE & CONTROL

The New Billing Methodology went into Effect
Fiscal Year 2021-22 (July 1, 2021)

CITY OF COMPTON

Overview

- Background
- Managed Intake
- Six-year step-up plan
- Summary of Billing Changes
- Main components of billing:
 - Kenneling (dog & cat)
 - Per Capita (Alternatives to Care Center Admissions)
 - Field Services
- Licensing and Canvassing
- Options to Offset Costs

Background

In 2015, the Los Angeles County Board of Supervisors requested a comprehensive study of the Department of Animal Care and Control's (DACCC) cost structure and billing methodology. It was determined that DACCC was not charging enough to recover costs and **a new billing methodology was recommended**. These findings were presented to all cities in 2018. In response to cities' concerns over increased rates, a second independent review was conducted and findings were shared in 2020. It was recommended that DACCC move forward with the new methodology in Fiscal Year (FY) 2020-21. However, due to the outbreak and its economic impact on the County and cities alike, implementation was delayed to FY2021-22, to take effect July 1, 2021.



MANAGED INTAKE

What is Managed Intake?

A strategy that emphasizes partnerships with the community to provide resources and solutions to reduce the flow animals into animal care centers.

How is it accomplished?

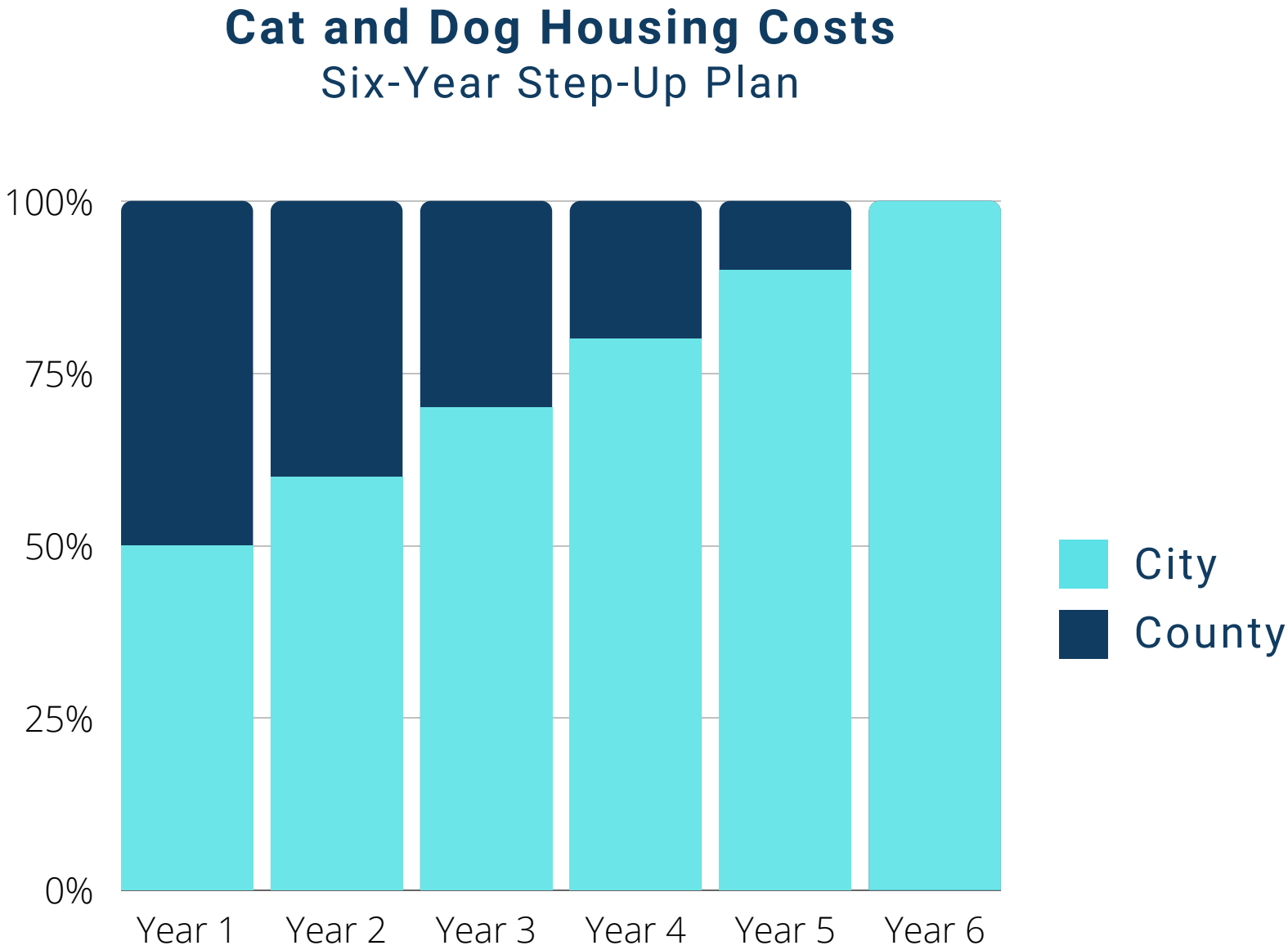
- Community Engagement
- Resources to keep pets and families intact
- Public Safety and Animal Welfare
- Grants and donations

What are the outcomes?

- Long-term over stopgap solutions
- Reduced animal intake and, thus, reduced costs for the cities
- Increased positive outcomes for animals

Six-Year Step-Up Plan

	Fiscal Year	City Cost	DACC Subsidy
YEAR 1	FY2021-22	50%	50%
YEAR 2	FY2022-23	60%	40%
YEAR 3	FY2023-24	70%	30%
YEAR 4	FY2024-25	80%	20%
YEAR 5	FY2025-26	90%	10%
YEAR 6	FY2026-27	100%	0%



Summary of Billing Changes

FLAT PER IMPOUND RATE

Animals no longer billed per day but on a flat impound rate.

ALTERNATIVES TO CARE CENTER ADMISSIONS (FULL-SERVICE CITIES)

Full-service cities charged a per capita rate to cover uncaptured costs of DACC services.

FIELD SERVICES (LIMITED CITIES)

Limited-service cities charged (1.5) per hour, with a minimum charge of four hours.

CCPU CHARGES (LIMITED CITIES)

Limited Field Service cities charged for hours Critical Case Processing Unit (CCPU) officers spend on investigations at regular per hourly rate.



FLAT PER IMPOUND RATE

- **\$244.11** per impound (based on five-day average of \$48.82 per day)
 - DACC will subsidize 50% of housing costs in Year 1 since average length of stay is 10 days
- Housing for "other" animals and Dead Animal Disposal no longer an additional charge
- For dogs or cats on legal hold, cities will be charged flat rate of \$244.11, plus \$48.82 per day for each day over five days
- For next FY (2022-23), cities will be charged based on six-day stay, increasing incrementally each year until the 10-day flat rate is reached



ALTERNATIVES TO CARE CENTER ADMISSIONS (PER CAPITA)

- Formerly "Alternatives to Impoundment"
- **\$1.00** per capita annually
- Formula based on City's population
- Covers uncaptured costs of services related to providing Alternatives to Impoundment
 - Includes activities beyond housing
 - **Recalculated annually based on staff time**
- Managed Intake
 - Providing resources to the public to reduce the flow of animals into animal care centers
 - Decreased intake means fewer impound charges

FIELD SERVICES

- Full-Service Cities:

- Field Service billing model remains unchanged
- **\$139.83** per hour (Field Services)
- **\$96.88** (License Enforcement)
- Major Case Unit (MCU) hours still charged for both full and limited cities

- Limited-Service Cities:

- Minimum callout charge of four hours for services outside of scheduled hours or for services requested with less than two-week notice
- Will be charged for hours Critical Case Processing Unit (CCPU) officers spend on aggressive animal and dog bite investigations
- **\$209.75** per hour (Field Services) - 1.5 hours to capture overtime costs
- **\$96.88** (License Enforcement)



City Name	Invoice Date
Compton	September 25, 2021

INVOICE CHARGES						
Description			# of Units		Rates	Charges
HOUSING COSTS FOR THE MONTH OF August 2021						
Kennel Services						
Dogs and Cats	124	Each	1847	Days	\$ 244.11	\$ 30,269.64
Other Animals	179	Each	4999	Days	included	\$ -
Special Intake/Quarantine Housing	6	Each	98	Days	\$ 48.82	\$ 4,784.36
Dead Animal Disposal			31	Each	included	\$ -
Alternatives to Care Center Admissions			97775	Per Capita	\$ 1.00	\$ 8,147.92
Private Vet Costs			18	Each	varies	\$ 2,600.00
Field Services			296.5	Hours	\$ 139.83	\$ 41,459.60
Animal License Enforcement Services						
				Hours	\$ 96.88	\$ -
License Processing Costs			113	Licenses	\$ 4.11	\$ 464.43
Court Reporter					varies	\$ -
Liability Trust Fund (4.5 % Field and Canvassing Services)			4.5%	Monthly		\$ 1,865.68
Billing Adjustment					varies	\$ -
Administrative Services				Hours	\$ 123.17	\$ -
TOTAL COSTS FOR AUGUST						\$ 89,591.63

CREDITS				Credits	
Impound Fees Collected				\$	80.00
Daily Housing Fees Collected				\$	198.00
Private Vet Fees Collected				\$	-
Owner Surrender Donation Collected				\$	305.00
Animal License Fees Collected	113	Licenses		\$	2,947.52
Animal Penalty Fees Collected	5	Licenses		\$	152.50
Field Enforcement Fees Collected				\$	-
TOTAL CREDITS FOR AUGUST				\$	3,683.02

Due and payable within 30 days after the invoice date. Make check payable to:

County of Los Angeles Department of Animal Care and Control.

If you have any questions regarding the invoice, please call (562) 379-9718.

August 2021 NET CITY COST

\$ 85,908.61

Licensing and Canvassing

- Due to the pandemic, DACC suspended in-person license canvassing in mid-March 2020; this option was removed from the SLR this fiscal year (FY21-22)
- DACC is exploring other methods to increase license compliance
 - Telecanvassing
 - Amnesty Program
 - Updated online platform in June 2020
- Will continue to update cities with plans moving forward

Options for Offsetting Costs

STRATEGIES FOR REDUCING SERVICE COSTS

PET LICENSING

Cities can increase dog license fees and, if not already, mandate and enforce cat licenses

DISPOSAL SERVICES

Contract separately with a waste management provider for dead animal pick-up and disposal

BUSINESS LICENSING

Opting into and enforcing animal facility/business licensing with DACC at no cost to cities

SPAY/NEUTER & MICROCHIPPING

Mandating spay/neuter and microchipping of owned pets to reduce lost pets and unwanted litters

COMMUNITY SERVICES

Opting into low-cost vaccination, microchip, and spay/neuter clinics provided by DACC

*Cities may request changes or opt into new services by submitting a revised Service Level Request (SLR)

Questions



WHITNEY DUONG

Contracts and Grants Division Manager

Whitney Duong is the Contracts and Grants Division Manager, and oversees all operations related to the County of Los Angeles Department of Animal Care and Control's 45 contract cities, Requests for Proposals, Memorandum of Understandings, and grants management. Whitney is the primary contact for all contract cities and liaison for all contract- and grant-related matters.

WDuong@animalcare.lacounty.gov
(562) 379-9719



ALYSSA PEREZ

South County Contract Cities
Contracts Management

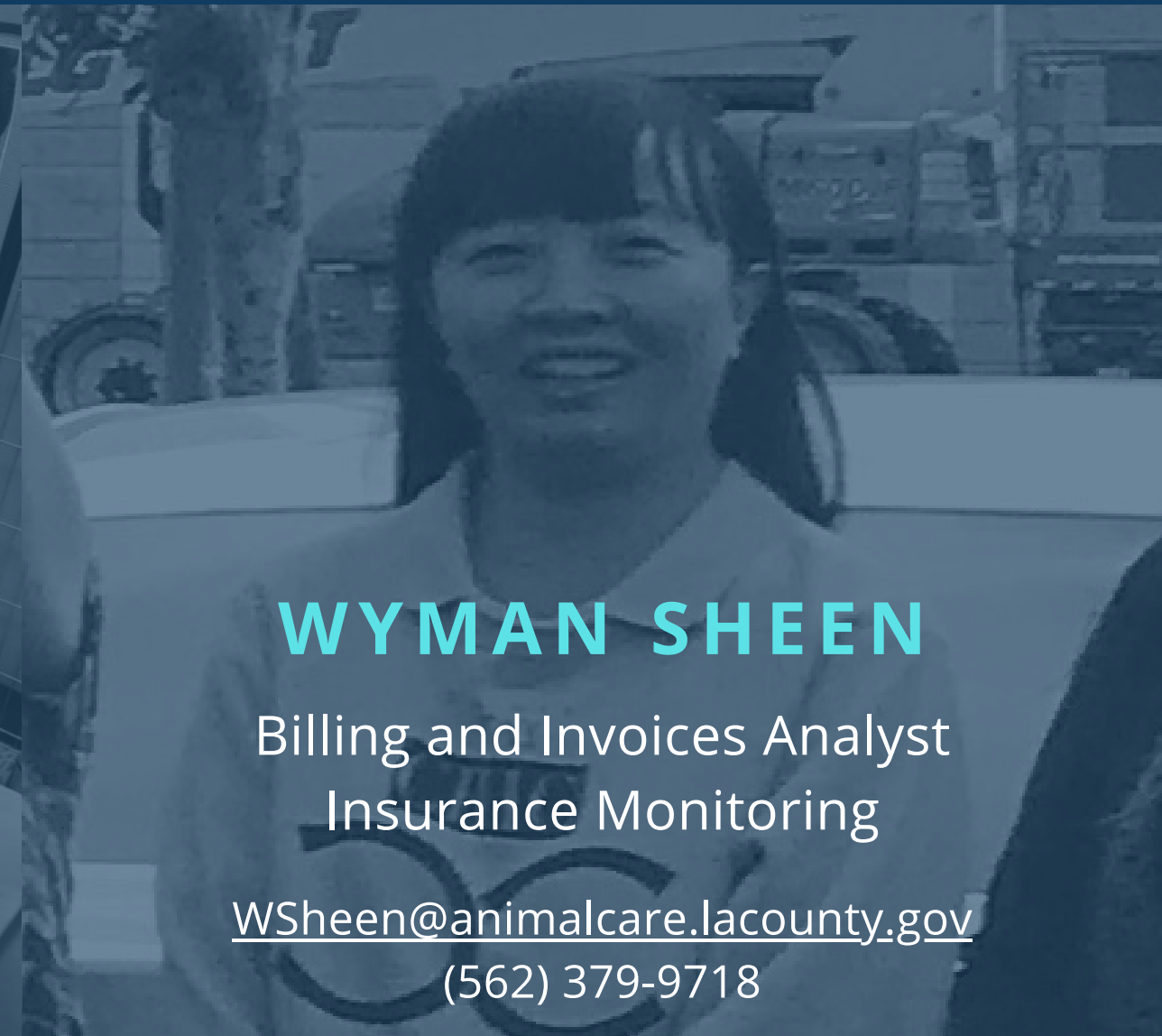
APerez2@animalcare.lacounty.gov
(562) 379-9728



BRADLEY KIM

North County Contract Cities
Grants Management

BKim@animalcare.lacounty.gov
(562) 379-9722



WYMAN SHEEN

Billing and Invoices Analyst
Insurance Monitoring

WSheen@animalcare.lacounty.gov
(562) 379-9718

October 1, 2024

TO: MAYOR AND CITY COUNCIL MEMBERS

FROM: CITY MANAGER

SUBJECT: A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON AUTHORIZING THE CITY MANAGER TO ENTER INTO A CONSTRUCTION CONTRACT WITH AND ESTABLISH A PURCHASE ORDER FOR PALP, INC. DBA EXCEL PAVING FOR THE WILMINGTON AVENUE SAFE STREETS PEDESTRIAN/BICYCLE IMPROVEMENT PROJECT, CIP# 18-02 (\$13,856,973.24).

SUMMARY

Adoption of this resolution will authorize the City Manager to enter into a construction contract with and establish a purchase order in the amount of Twelve Million Five Hundred Ninety Seven Thousand Two Hundred Forty Eight Dollars and Forty Cents (\$12,597,248.40) for Palp, Inc. dba Excel Paving and One Million Two Hundred Fifty Nine Thousand Seven Hundred Twenty-Four Dollars and Eighty Four Cents (\$1,259,724.84) contingency amount for the Wilmington Avenue Safe Streets Pedestrian/Bicycle Improvement Project, CIP# 18-02.

BACKGROUND

The Wilmington Avenue Safe Streets Pedestrian/Bicycle Improvement Project, CIP# 18-02 ("Project") shall be performed in accordance with the plans, specifications and other contract documents as specified herein and shall consist of the following general work descriptions: pavement rehabilitation, ADA compliant curb ramps, median improvements, sidewalk improvements, driveway improvements, signing & striping, traffic signal and other minor associated work on Wilmington Avenue from Rosecrans Avenue to City Limit South.

STATEMENT OF ISSUE

The Wilmington Avenue Safe Streets Pedestrian/Bicycle Improvement Project, CIP# 18-02 was advertised for competitive bids in the Compton Bulletin, Planet Bids, and on the City's website on August 7th, August 14th, and August 21st 2024. Bids were received and opened on September 4, 2024. Three (3) bids were received as follows:

<u>Contractors</u>	<u>Amount</u>
Access Pacific	\$17,230,093.50
All American Asphalt	\$13,552,477.55
Palp, Inc. dba Excel Paving	\$12,597,248.40

Based upon review of the submitted bid documents, it was determined that Palp, Inc. dba Excel Paving was the apparent lowest bidder in the amount of \$12,597,248.40. Additionally, staff recommends that a ten percent (10%) contingency in the amount of

\$1,259,724.84 for any unforeseen costs be authorized for this Project. The Engineer's Estimate for this Project was \$17,818,678. The project is specified to be completed in 200 working days.

Therefore, in order to award the construction contract with and establish a purchase order for Palp, Inc. dba Excel Paving in the amount of \$12,597,248.40 and a contingency amount of \$1,259,724.84 for the Wilmington Avenue Safe Streets Pedestrian/Bicycle Improvement Project, CIP# 18-02, City Council's authorization is necessary.

FISCAL IMPACT

Funds in the amount of \$13,856,973.24 are available in the Public Works 2024-2025 Fiscal Year budget as follows:

<u>Fund</u>	<u>Account No.</u>	<u>Description</u>	<u>Amount</u>
Prop. A	2000-710-000-4300	Capital Outlay	\$ 2,000,000.00
Prop. C	1900-710-000-4300	Capital Outlay	\$ 2,000,000.00
SB1	2200-710-000-4300	Capital Outlay	\$ 5,000,000.00
MTA Bond	3031-710-000-4300	Capital Outlay	\$ 4,856,973.24
TOTAL			<u>\$13,856,973.24</u>

ALTERNATIVE

Council can reject all bids and instruct staff to re-advertise, however, due to the desire of the City to move forward with this project, no other alternative is being proposed at this time.

RECOMMENDATION

Staff recommends that the City Council adopt the attached Resolution.

**JOHN D. STRICKLAND, JR.,
DIRECTOR OF PUBLIC WORKS**

APPROVED AS TO FORWARDING:

**WILLIE A. HOPKINS, JR.
CITY MANAGER**

RESOLUTION NO. _____

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON
AUTHORIZING THE CITY MANAGER TO ENTER INTO A
CONSTRUCTION CONTRACT WITH AND ESTABLISH A PURCHASE
ORDER FOR PALP, INC. DBA EXCEL PAVING FOR THE WILMINGTON
AVENUE SAFE STREETS PEDESTRIAN/BICYCLE IMPROVEMENT
PROJECT, CIP# 18-02 (\$13,856,973.24).**

WHEREAS, adoption of this resolution will authorize the City Manager to enter into a construction contract with and establish a purchase order in the amount of Twelve Million Five Hundred Ninety Seven Thousand Two Hundred Forty Eight Dollars and Forty Cents (\$12,597,248.40) for Palp, Inc. dba Excel Paving and One Million Two Hundred Fifty Nine Thousand Seven Hundred Twenty Four Dollars and Eighty Four Cents (\$1,259,724.84) contingency amount for the Wilmington Avenue Safe Streets Pedestrian/Bicycle Improvement Project, CIP# 18-02; and

WHEREAS, the Wilmington Avenue Safe Streets Pedestrian/Bicycle Improvement Project, CIP# 18-02 ("Project") shall be performed in accordance with the plans, specifications and other contract documents as specified herein and shall consist of the following general work descriptions: pavement rehabilitation, ADA compliant curb ramps, median improvements, sidewalk improvements, driveway improvements, signing & striping, traffic signal and other minor associated work on Wilmington Avenue from Rosecrans Avenue to City Limit South; and

WHEREAS, the Wilmington Avenue Safe Streets Pedestrian/Bicycle Improvement Project, CIP# 18-02 was advertised for competitive bids in the Compton Bulletin, Planet Bids, and on the City's website on August 7th, August 14th, and August 21st 2024; and

WHEREAS, bids were received and opened on September 4, 2024 and three (3) bids were received as follows:

<u>Contractors</u>	<u>Amount</u>
Access Pacific	\$17,230,093.50
All American Asphalt	\$13,552,477.55
Palp, Inc. dba Excel Paving	\$12,597,248.40; and

WHEREAS, based upon review of the submitted bid documents, it was determined that Palp, Inc. dba Excel Paving was the apparent lowest bidder in the amount of \$12,597,248.40; and

WHEREAS, the Engineer's Estimate for this Project was \$17,818,678 and the project is specified to be completed in 200 working days; and

WHEREAS, staff recommends City Council award the construction contract to Palp, Inc. dba Excel Paving in the amount of \$12,597,248.40; and

WHEREAS, staff recommends that a ten percent (10%) contingency in the amount of \$1,259,724.84 for any unforeseen costs be authorized for this Project; and

WHEREAS, in order to award the construction contract with and establish a purchase order for Palp, Inc. dba Excel Paving in the amount of \$12,597,248.40 and a contingency amount of \$1,259,724.84 for the Wilmington Avenue Safe Streets Pedestrian/Bicycle Improvement Project, CIP# 18-02 ("Project"), City Council's authorization is necessary.

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

SECTION 1. That the bid of Palp, Inc. dba Excel Paving in the amount of Twelve Million Five Hundred Ninety-Seven Thousand Two Hundred Forty-Eight Dollars and Forty Cents (\$12,597,248.40) is hereby accepted and all other bids rejected.

SECTION 2. That the City Manager, upon the advice and approval of the City Attorney is hereby authorized to enter into a construction contract with Palp, Inc. dba Excel Paving in the amount of \$12,597,248.40 for services performed pursuant to the Wilmington Avenue Safe Streets Pedestrian/Bicycle Improvement Project, CIP# 18-02.

SECTION 3. That funds in the amount of \$13,856,973.24 are available in the Public Works 2024-2025 Fiscal Year as follows:

<u>Fund</u>	<u>Account No.</u>	<u>Description</u>	<u>Amount</u>
Prop. A	2000-710-000-4300	Capital Outlay	\$ 2,000,000.00
Prop. C	1900-710-000-4300	Capital Outlay	\$ 2,000,000.00
SB1	2200-710-000-4300	Capital Outlay	\$ 5,000,000.00
MTA Bond	3031-710-000-4300	Capital Outlay	\$ <u>4,856,973.24</u>
TOTAL			\$13,856,973.24

SECTION 4. That a purchase order in the amount of Twelve Million Five Hundred Ninety-Seven Thousand Two Hundred Forty-Eight Dollars and Forty Cents (\$12,597,248.40) is authorized to be established for Palp, Inc. dba Excel Paving for services to be rendered on the Wilmington Avenue Safe Streets Pedestrian/Bicycle Improvement Project, CIP# 18-02.

SECTION 5. That a project contingency amount of One Million Two Hundred Fifty-Nine Thousand Seven Hundred Twenty-Four Dollars and Eighty-Four Cents (\$1,259,724.84) is hereby authorized.

SECTION 6. That a copy of this Resolution shall be filed in the offices of the City Manager, City Controller, City Clerk, City Attorney and Public Works Engineering Department.

SECTION 7. That the Mayor shall sign and the City Clerk shall attest to the adoption of this Resolution.

ADOPTED this _____ day of _____, 2024.

MAYOR OF THE CITY OF COMPTON

ATTEST:

CITY CLERK OF THE CITY OF COMPTON

Resolution No. _____
Page 3

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

I, Vernell McDaniel, 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 by the City Clerk at a regular meeting thereof held on the _____ day of _____, 2024.

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

Wilmington Avenue Safe Streets Bicycle Improvement Project				Access Pacific		All American Asphalt		Palp dba Excel Paving	
ITEM NO.	ITEM DESCRIPTION	QUANTITY	UNIT OF MEASURE	UNIT COST	TOTAL COST	UNIT COST	TOTAL COST	UNIT COST	TOTAL COST
1	Mobilization and Demobilization	1	LS	\$1,700,000.00	\$1,700,000.00	\$590,000.00	\$590,000.00	\$976,000.00	\$976,000.00
2	Construction Survey & Monumentation	1	LS	\$150,000.00	\$150,000.00	\$90,000.00	\$90,000.00	\$78,000.00	\$78,000.00
3	Traffic Control	1	LS	\$1,500,000.00	\$1,500,000.00	\$740,000.00	\$740,000.00	\$529,000.00	\$529,000.00
4	Water Pollution Control	1	LS	\$200,000.00	\$200,000.00	\$20,000.00	\$20,000.00	\$24,000.00	\$24,000.00
5	Project Construction Advisory Sign	1	LS	\$10,000.00	\$10,000.00	\$8,500.00	\$8,500.00	\$2,000.00	\$2,000.00
6	Roadway Excavation for Localized Repair	9,710	CY	\$155.00	\$1,505,050.00	\$205.00	\$1,990,550.00	\$98.00	\$951,580.00
7	Construct Full Depth AC Pavement	10,542	TON	\$145.00	\$1,528,590.00	\$125.00	\$1,317,750.00	\$148.00	\$1,560,216.00
8	Construct 4" AC Pavement over 13" Crushed Aggregate Base	64,997	SF	\$13.50	\$877,459.50	\$10.00	\$649,970.00	\$9.00	\$584,973.00
9	Full Width Cold Mill (3" Depth)	355,785	SF	\$0.80	\$284,628.00	\$0.67	\$238,375.95	\$0.48	\$170,776.80
10	Full Width Cold Mill (2" Depth)	321,440	SF	\$0.60	\$192,864.00	\$0.44	\$141,433.60	\$0.39	\$125,361.60
11	Construct 2" AC Leveling Course	1822	TON	\$160.00	\$291,520.00	\$125.00	\$227,750.00	\$130.00	\$236,860.00
12	Construct 1" AC Leveling Course	2,194	TON	\$170.00	\$372,980.00	\$150.00	\$329,100.00	\$150.00	\$329,100.00
13	Construct 2" ARHM Overlay	10,176	TON	\$155.00	\$1,577,280.00	\$145.00	\$1,475,520.00	\$142.00	\$1,444,992.00
14	12' Wide Variable Depth Edge Grind (2" Max) and Header Mill	68,650	SF	\$0.82	\$56,293.00	\$0.42	\$28,833.00	\$0.58	\$39,817.00
15	Construct 8" Slot Patch over 10" CMB	5,315	SF	\$19.00	\$100,985.00	\$18.00	\$95,670.00	\$21.00	\$111,615.00
16	Construct 8" PCC Bus Pad Over 6" CMB	17,235	EA	\$30.00	\$517,050.00	\$20.00	\$344,700.00	\$16.00	\$275,760.00
17	Remove Existing and Construct Raised Concrete Median Nose (Curb Only)	9	EA	\$3,500.00	\$31,500.00	\$2,400.00	\$21,600.00	\$1,400.00	\$12,600.00
18	Remove Existing and Construct Raised Concrete Median Nose (Curb and Gutter)	2	EA	\$3,500.00	\$7,000.00	\$5,000.00	\$10,000.00	\$1,700.00	\$3,400.00
19	Remove Existing and Construct 4" PCC Curb Ramp over 3" CMB	52	EA	\$15,000.00	\$780,000.00	\$9,400.00	\$488,800.00	\$17,000.00	\$884,000.00

ITEM NO.	ITEM DESCRIPTION	QUANTITY	UNIT OF MEASURE	UNIT COST	TOTAL COST	UNIT COST	TOTAL COST	UNIT COST	TOTAL COST
20	Remove Existing and Construct 4" PCC Sidewalk over 3" CMB	10,630	SF	\$23.00	\$244,490.00	\$22.00	\$233,860.00	\$20.00	\$212,600.00
21	Construct New Type A1 Curb over 6" CMB	2875	LF	\$50.00	\$143,750.00	\$45.00	\$129,375.00	\$46.00	\$132,250.00
22	Remove Existing and Construct Type A2 Curb and Gutter over 6" CMB	155	LF	\$150.00	\$23,250.00	\$101.00	\$15,655.00	\$124.00	\$19,220.00
23	Remove Existing and Construct 8" PCC Cross Gutter	2,660	SF	\$35.00	\$93,100.00	\$28.00	\$74,480.00	\$26.00	\$69,160.00
24	Remove Existing and Construct 6" PCC Driveway over 6" CMB	905	SF	\$35.00	\$31,675.00	\$26.00	\$23,530.00	\$31.00	\$28,055.00
25	Remove Existing Bus Shelter	1	EA	\$3,000.00	\$3,000.00	\$1,600.00	\$1,600.00	\$1,300.00	\$1,300.00
26	Remove Existing Bus Bench	9	EA	\$1,000.00	\$9,000.00	\$600.00	\$5,400.00	\$340.00	\$3,060.00
27	Remove Existing Trash Receptacle	5	EA	\$500.00	\$2,500.00	\$250.00	\$1,250.00	\$450.00	\$2,250.00
28	Install New Bus Shelter, Bench and Trash Receptacle	21	EA	\$60,000.00	\$1,260,000.00	\$53,000.00	\$1,113,000.00	\$51,000.00	\$1,071,000.00
29	Remove Existing Railroad Tracks	160	LF	\$100.00	\$16,000.00	\$230.00	\$36,800.00	\$71.00	\$11,360.00
30	Sawcut Existing AC Pavement and Dispose of Removed AC Pavement	805	SF	\$8.00	\$6,440.00	\$10.00	\$8,050.00	\$14.00	\$11,270.00
31	Remove Existing PCC Pavement	555	CY	\$300.00	\$166,500.00	\$180.00	\$99,900.00	\$189.00	\$104,895.00
32	Construct 10" Depth Slot Patch	1,110	TON	\$200.00	\$222,000.00	\$255.00	\$283,050.00	\$168.00	\$186,480.00
33	Remove Concrete Bollard Complete	2	EA	\$800.00	\$1,600.00	\$750.00	\$1,500.00	\$500.00	\$1,000.00
34	Install Metal Handrail	22	LF	\$500.00	\$11,000.00	\$860.00	\$18,920.00	\$450.00	\$9,900.00
35	Install Detectable Warning Surface Only	44	SF	\$100.00	\$4,400.00	\$175.00	\$7,700.00	\$48.00	\$2,112.00
36	Construct Mortar to Fill Gap (Traffic Signal)	1	EA	\$1,000.00	\$1,000.00	\$600.00	\$600.00	\$600.00	\$600.00
37	Adjust Manhole Cover to Grade	48	EA	\$2,500.00	\$120,000.00	\$2,000.00	\$96,000.00	\$2,900.00	\$139,200.00
38	Adjust Valve Cover to Grade	63	EA	\$1,500.00	\$94,500.00	\$1,530.00	\$96,390.00	\$2,200.00	\$138,600.00
39	Adjust Meter Cover to Grade	19	EA	\$1,500.00	\$28,500.00	\$800.00	\$15,200.00	\$500.00	\$9,500.00
40	Adjust Pull Box to Grade	30	EA	\$2,500.00	\$75,000.00	\$900.00	\$27,000.00	\$830.00	\$24,900.00

ITEM NO.	ITEM DESCRIPTION	QUANTITY	UNIT OF MEASURE	UNIT COST	TOTAL COST	UNIT COST	TOTAL COST	UNIT COST	TOTAL COST
41	Signing & Striping Improvements	1	LS	\$600,000.00	\$600,000.00	\$310,000.00	\$310,000.00	\$289,000.00	\$289,000.00
42	Traffic Signal Modification at Wilmington Ave and Rosecrans Ave	1	LS	\$112,000.00	\$112,000.00	\$95,000.00	\$95,000.00	\$89,000.00	\$89,000.00
43	Traffic Signal Modification at Wilmington Ave and Poplar St	1	EA	\$168,000.00	\$168,000.00	\$115,000.00	\$115,000.00	\$113,000.00	\$113,000.00
44	Traffic Signal Modification at Wilmington Ave and Compton Blvd	1	EA	\$126,000.00	\$126,000.00	\$102,000.00	\$102,000.00	\$95,000.00	\$95,000.00
45	Traffic Signal Modification at Wilmington Ave and Laurel St	1	EA	\$119,000.00	\$119,000.00	\$85,000.00	\$85,000.00	\$79,000.00	\$79,000.00
46	Traffic Signal Modification at Wilmington Ave and Alondra Blvd	1	EA	\$140,000.00	\$140,000.00	\$110,000.00	\$110,000.00	\$112,000.00	\$112,000.00
47	Traffic Signal Modification at Wilmington Ave and Caldwell St	1	EA	\$168,000.00	\$168,000.00	\$120,000.00	\$120,000.00	\$114,000.00	\$114,000.00
48	Traffic Signal Modification at Wilmington Ave and Greenleaf Blvd	1	EA	\$77,000.00	\$77,000.00	\$60,000.00	\$60,000.00	\$56,000.00	\$56,000.00
49	Traffic Signal Modification at Wilmington Ave and Carob St	1	EA	\$112,000.00	\$112,000.00	\$80,000.00	\$80,000.00	\$73,000.00	\$73,000.00
50	Traffic Signal Modification at Wilmington Ave and Walnut St	1	EA	\$163,800.00	\$163,800.00	\$115,000.00	\$115,000.00	\$115,000.00	\$115,000.00
51	Wilmington Ave and Artesia Blvd (North)	1	EA	\$61,600.00	\$61,600.00	\$42,000.00	\$42,000.00	\$39,000.00	\$39,000.00
52	Wilmington Ave and Artesia Blvd (South)	1	EA	\$61,600.00	\$61,600.00	\$43,000.00	\$43,000.00	\$41,000.00	\$41,000.00
53	Wilmington Ave and Ralph's Driveway	1	EA	\$47,600.00	\$47,600.00	\$40,000.00	\$40,000.00	\$38,000.00	\$38,000.00
54	Traffic Signal Modification at Wilmington Ave and Victoria St	1	EA	\$74,200.00	\$74,200.00	\$55,000.00	\$55,000.00	\$51,000.00	\$51,000.00
55	Landscape and Irrigation	1	LS	\$900,000.00	\$900,000.00	\$895,000.00	\$895,000.00	\$698,000.00	\$698,000.00
56	Remove Tree	7	EA	\$2,500.00	\$17,500.00	\$1,950.00	\$13,650.00	\$800.00	\$5,600.00
57	Foundation and Luminaire Complete	2	EA	\$12,600.00	\$25,200.00	\$11,000.00	\$22,000.00	\$11,000.00	\$22,000.00
58	Furnish and Install No. 5 Pull Box	2	EA	\$1,120.00	\$2,240.00	\$1,900.00	\$3,800.00	\$1,800.00	\$3,600.00
59	Furnish and Install 1.5-inch Conduit and Wiring	260	LF	\$224.00	\$58,240.00	\$165.00	\$42,900.00	\$160.00	\$41,600.00
60	Furnish and Install 1-inch Conduit and Wiring	10	LF	\$420.00	\$4,200.00	\$120.00	\$1,200.00	\$110.00	\$1,100.00
61	Modify Existing Service Cabinet per Plans	2	EA	\$343.00	\$686.00	\$950.00	\$1,900.00	\$685.00	\$1,370.00
62	Install Wiring in Existing Conduit	135	LF	\$9.80	\$1,323.00	\$9.00	\$1,215.00	\$9.00	\$1,215.00
TOTAL				3	\$17,281,093.50	2	\$13,451,477.55	1	\$12,597,248.40

**CONSTRUCTION SERVICES AGREEMENT
BETWEEN
CITY OF COMPTON
AND
PALP, INC. DBA EXCEL PAVING
[Wilmington Avenue Safe Streets Pedestrian/Bicycle Improvement Project– CIP #18-02]**

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 Willowbrook Avenue, Compton, California 90220, and **PALP, INC. DBA EXCEL PAVING** (hereinafter referred to as “**CONTRACTOR**”) located at 2230Lemon Avenue, Long Beach, California 90806, (each a “Party” and collectively, the “Parties”).

RECITALS:

A. City is a municipal corporation duly organized and validly existing under the law of the State of California with the power to carry on its business as it is now being conducted under the statutes of the State of California and the Charter of City.

B. Contractor is a corporation duly organized and in good standing in the State of California. Contractor represents that it is duly licensed by the State of California (License No. 267073) and has the background, knowledge, experience and expertise to perform the obligations set forth in this Agreement.

C. City and Contractor enter into this Agreement for the purpose of retaining **Palp, Inc. dba Excel Paving** (Contractor) to perform that work required pursuant to the **Wilmington Avenue Safe Streets Pedestrian/Bicycle Improvement Project CIP# 18-02 (“Project”)**.

D. Authorization to enter into this Agreement is pursuant to Resolution No. _____ adopted by the City Council on _____.

WHEREFORE, the City and Contractor, for the consideration, terms and conditions herein described, mutually agree as set forth below:

1.0 GENERAL PROVISIONS

1.1 Definitions.

1.1.1 “Work” consists of all of the Construction Services, including but not limited to all of the labor, materials and equipment necessary to complete the Project in accordance with the Contract Documents.

1.1.2 “Contract Documents” consists of this Agreement (interchangeably “Contract”) (including all exhibits and schedules), any amendments and clarifications issued thereto, the “Notice Inviting Bids,” “Instructions to Bidders,” any “Supplementary Instructions to Bidders,” and any addendum(s) and supplements thereto issued by the City, the “Proposal” and any “Bid/Unit Price Proposal” submitted by the Contractor, the plans, general conditions, special provisions, standard and technical specifications, schedules, exhibits, drawings, designation of subcontractors, information required of bidder, all required bonds, insurance policies, endorsements, certificates, permits, notices and affidavits, notice to proceed, notice of completion, any Change Orders, the provisions of the Standard Specifications for Public Works Construction (SSPWC), latest Edition (except as modified), Standard Specifications of the State of California Department of Transportation (CalTrans), latest Edition (except as modified), Work Area Traffic Control Handbook (WATCH), latest Edition, CalTrans Standard Drawings, latest edition, Manual on Uniform Traffic Control Devices (MUTCD), latest Edition, MUTCD Latest

**Construction Services Agreement – Palp, Inc. dba Excel Paving
Wilmington Avenue Safe Street Pedestrian/Bicycle Improvement Project (CIP #18-02)
Resolution No. _____/Public Works Department**

California Supplement, and any and all other documents identified in the Contract Documents which together form the agreement between the City and the Contractor.

1.2 Public Work of Improvement.

City and Contractor acknowledge that City is a political subdivision of the State of California and that construction of the Project is to be funded with public funds.

1.3 Trust and Confidence.

Contractor accepts the obligation of trust and confidence established between it and City by this Agreement and shall act in the best interests of City, as its fiduciary, in carrying out Contractor's duties and responsibilities under this Agreement, including, without limitation, the furnishing of efficient business administration, sufficient senior level management and other qualified personnel to complete Contractor's obligations under the Contract Documents in an expeditious and economical manner and within the Contract Price and Contract Time.

1.4 Standard of Care.

Contractor shall perform all its obligations under the Contract Documents in accordance with the highest standard of care applicable to the performance of services and Work required by the Contract Documents. In the event portions of the Project are to be performed in accordance with a specific performance standard, the Work shall be performed so as to achieve such standard.

1.5 Compliance with Applicable Laws.

Contractor shall keep itself fully informed of and in compliance with all local, state and federal laws, rules and regulations in any manner affecting the performance of the Project, and shall give all notices and comply with all applicable laws and lawful orders of any governmental authorities (including, without limitation, those laws, ordinances, rules, regulations and lawful orders relating to safety, prevailing wage, Hazardous Substances, and equal employment opportunities); pay all local, state and federal taxes; and pay all benefits, insurance, taxes and contributions for Social Security and Unemployment Insurance which are measured by wages, salaries or other remuneration paid to Contractor's employees. Contractor shall be liable for all violations of such laws and regulations in connection with the Contractor's obligations on this Project. If Contractor performs any work knowing it to be contrary to such laws, rules and regulations and without giving written notice to the City, Contractor shall be solely responsible for all costs arising therefrom. City is a public entity of the State of California subject to certain provisions of the Health & Safety Code, Government Code, Public Contract Code and Labor Code of the State. It is stipulated and agreed that all provisions of the law applicable to the public contracts of a Charter city are a part of this Agreement to the same extent as though set forth herein and will be complied with. Contractor shall defend, indemnify and hold City, its officials, directors, officers, employees and agents (hereinafter "City") free and harmless, pursuant to the indemnification provisions of this Agreement, from any claim or liability arising out of any failure or alleged failure to comply with such laws, rules or regulations.

Construction Services Agreement – Palp, Inc. dba Excel Paving
Wilmington Avenue Safe Street Pedestrian/Bicycle Improvement Project (CIP #18-02)
Resolution No. _____/Public Works Department

This Agreement is subject to and incorporates the terms of the Housing and Community Development Act of 1974, as amended by the Cranston-Gonzalez National Affordable Housing Act, 1990, and the 24 CFR Part 85. If the compensation under this Agreement is in excess of \$100,000 then Contractor shall comply with applicable standards, orders, or requirements issued under section 306 of the Clean Air Act (42 U.S.C. 18579h), section 508 of the Clean Water Act (33 U.S.C. 1368), Executive Order 11738, and Environmental Protection Agency Regulations (40 CFR part 15).

The Contractor must obtain and present all relevant state and local insurance, training and licensing pursuant to Work required within this Contract. Contractor shall also comply with the following laws:

1.5.1 Prohibition Against Employment Discrimination. During the performance of this Contract, the Contractor will not discriminate against any employee or applicant for employment because of race, color, gender, marital status, ethnicity, religion, age or medical condition as set forth in the California Labor Code Section 177.6, Government Code, Title VII of the Civil Rights Act and the Civil Rights Act of 1991 and any amendments to the above. Such action 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 Contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the contracting officer setting forth the provisions of this nondiscrimination clause. The Contractor will, in all solicitations or advertisements for employees placed by or on behalf of the Contractor; state that all qualified applicants will receive consideration for employment without regard to race, color, gender, marital status, ethnicity, religion, age or medical condition.

In the event of the Contractor's noncompliance with the nondiscrimination clauses of this Contract or with any of such rules, regulations or orders, this Contract may be canceled, terminated or suspended in whole or part and the Contractor may be declared ineligible for further Government contracts and such other sanctions may be imposed and remedies invoked as provided by law.

1.5.2 Clayton Act and Cartwright Act. In accordance with Section 7103 of the California Public Contract Code, in entering into a public works contract or a subcontract to supply goods, services or materials pursuant to a public works contract, the Contractor or subcontractor offers and agrees to assign to the City all rights, and interest in and all causes of action it may have under Section 4 of the Clayton Act or under the Cartwright Act, arising from the purchases of goods, services or materials pursuant to this Contract.

1.5.3 Federal Lobbyist Requirements. The Contractor is prohibited by the Department of Interior and Related Agencies Appropriations Act, known as the Byrd Amendments, and HUD's 24 CFR Part 87, from using federally appropriated funds for the purpose of influencing or attempting to influence an officer or employee of any agency, a Member of Congress in connection with the awarding of any Federal Contract, the making of any Federal grant, loan or cooperative agreement, and any extension, continuation, renewal, amendment or modification of said documents.

1.5.4 Subletting and Subcontracting. Contractor acknowledges and agrees that it is the City's intent for the provisions of the Subletting and Subcontracting Fair Practices Act (commencing with Section 4100 of the California Public Contract Code) to apply to all phases of the Work.

Construction Services Agreement – Palp, Inc. dba Excel Paving
Wilmington Avenue Safe Street Pedestrian/Bicycle Improvement Project (CIP #18-02)
Resolution No. _____/Public Works Department

1.5.5 Prevailing Wage Requirements. This Project is funded in whole or in part with Federal Housing and Community Development funds. The Federal Labor Standards Provisions, including prevailing wage requirements of the Davis-Bacon and Related Acts will be enforced.

This Project is a public work in the State of California, which may be funded in whole or in part with public funds. Therefore, the higher of the two applicable prevailing wage rates, federal or state, will be enforced. Contractor's duty to pay State prevailing wages can be found under California Labor Code Section 1770 et seq. and the penalties for failure to pay prevailing wages and employ apprentices including forfeitures and debarment can be found in California Labor Code Sections 1775 and 1777.7, as such wage rates are amended from time to time. It is the Contractor's responsibility to ensure payment of prevailing wages and inform all subcontractors that prevailing wage requirements apply to this construction project from commencement of the Contract through completion of the Work.

.a Contractor shall pay all employees on said Work a salary or wage at least equal to the prevailing salary or wage established for such Work as set forth in the wage determinations and wage standards applicable to this Work. Contractor shall forfeit to the City, as penalty, **Fifty Dollars (\$50.00)** for each calendar day or portion thereof for each worker paid (either by him or any subcontractors under him) less than the prevailing rate described above on the Work provided for in this Agreement, all in accordance with the State Labor Code and be subject to debarment from future public works projects with the City for a period not to exceed three (3) years. The Contractor shall not require more than eight (8) hours in a day from any person employed by him hereunder, except as provided in the Labor Code. The Contractor shall conform to the State Labor Code and it is agreed that the Contractor shall forfeit to the City, as penalty, the sum of **Twenty Five Dollars (\$25.00)** for each worker employed in the execution of this Contract by the Contractor or any subcontractors for each calendar day during which any worker is required or permitted to labor more than eight (8) hours in one day or 40 hours in one week in violation of said article. The Contractor shall indemnify, defend and hold harmless the City, its officials, officers, employees and agents from any and all liability including, but not limited to wages, overtime pay, liquidated damages, penalties, court costs, and attorneys fees arising under any wage and hour law including, but not limited to the Federal Fair Labor Standards Act, as amended, for work performed by the Contractor's employees for which the City may be found jointly or solely liable.

1.5.6 Employment of Apprentices. Pursuant to California Labor Code Section 1777.5, Contractor shall file with the appropriate Joint Apprenticeship Training Committee ("JATC"), a DAS-140 form registering to train apprentices. Only those programs approved by the California Apprenticeship Council are applicable to accept DAS-140 registration forms. In addition, Contractor is required to make appropriate training contributions as set forth in the prevailing wage determination to each appropriate JATC, or in the alternative, to the California Apprenticeship Council.

.a Contractor shall forfeit to the City, as penalty, **Fifty Dollars (\$50.00)** for each calendar day and be subject to debarment from future public works projects with the City for a period not to exceed three (3) years for failure of Contractor to register to train apprentices or failure to pay the appropriate training contribution.

1.5.7 Certified Payrolls. Pursuant to California Labor Code Section 1776, Contractor shall keep weekly payroll records, which shall be certified under penalty of perjury to record the proper payment of prevailing wages for this Project. City shall accept computer printouts (which are then certified) in lieu of the standard form as long as the computer printout provides all of the same information as required on the certified payroll form. Failure of Contractor to provide the certified payrolls within ten (10) days of a written deficiency notice from the City shall result in a penalty of **Twenty Five Dollars (\$25.00)** per day per worker for each day of violation. City maintains the right to withhold any and

**Construction Services Agreement – Palp, Inc. dba Excel Paving
Wilmington Avenue Safe Street Pedestrian/Bicycle Improvement Project (CIP #18-02)
Resolution No. _____/Public Works Department**

all funds due the Contractor and/or his/her subcontractors in the event that certified payrolls are not maintained and provided to the City upon request.

1.5.8 Employment Eligibility. Contractor verifies that it fully complies with all requirements and restrictions of state and federal law respecting the employment of undocumented aliens, including, but not limited to the Immigration Reform and Control Act of 1986, as may be amended from time to time. Contractor also verifies that it has not committed a violation of any such law within the five (5) years immediately preceding the date of execution of this Agreement, and shall not violate any such law at any time during the term of this Agreement. To the same extent and under the same conditions as Contractor, Contractor shall require all of its subcontractors performing any work relating to this Project or this Agreement to make the verifications and comply with all requirements and restrictions provided herein. The City shall not be responsible for any costs or expenses related to Contractor's compliance with the requirements provided for in this Section 1.5.8. Should Contractor employ undocumented aliens for the performance of Work covered by this Agreement, and should any liability or sanctions be imposed against the City for such use of undocumented aliens, Contractor hereby agrees to and shall reimburse City for the cost of all liabilities or sanctions imposed, together with any and all costs, including attorneys' fees, incurred by City.

1.5.9 Water Pollution Control.

1.5.9.1 Best Management Practices (BMPs). Contractor, without limitation, shall be responsible to provide and implement Best Management Practices to comply with National Pollution Discharge Elimination System ("NPDES") standards and practices. The Contractor shall be responsible, to the fullest extent possible, not to permit any contaminants, including soil, to enter any drainage system. Contractor shall be responsible to maintain equipment so that oil, grease, gasoline, diesel fuel, et al., does not contaminate areas subject to run-off. The Contractor and its surety shall fully indemnify the City for any pollution damage and/or cleaning costs. All construction of off-site and on-site improvements shall adhere to NPDES Best Management Practices to prevent deleterious materials or pollutants from entering the City or County storm drain systems. Best Management Practices shall be defined as any program, technology, process, site criteria, operating method, measure or device which controls, prevents, removes or reduces pollution. Contractor shall obtain and refer to the California Storm Water Best Management Practice Handbooks, Volume 3 Construction BMP Handbook and the Los Angeles County Department of Public Works Best Management Practices Handbook for Construction Activities.

The City, as permittee, is subject to enforcement actions by the State Water Resources Control Board, Environmental Protection Agency and private citizens. The City may assess the Contractor a penalty of **One thousand Dollars (\$1,000.00)** for each calendar day that the Contractor has not fully implemented the BMPs specified for the contract and/or is otherwise in noncompliance with these provisions. In addition, the City will deduct, from the final payment due the contractor, the total amount of any fines levied on the City, plus legal and staff costs, as a result of the Contractor's lack of compliance with these provisions and/or less than complete implementation of the specified BMPs.

1.5.10 Upon City's request, Contractor shall furnish evidence satisfactory to City that any and all of the foregoing obligations have been fulfilled. Without limiting the foregoing, Contractor shall pay all employees on said Work a salary or wage at least equal to the prevailing salary or wage established for such Work as set forth in the wage determinations and wage standards applicable to this Work.

1.6 Key Personnel.

1.6.1 Contractor's Representative. Contractor hereby designates **Curtis P. Brown III,**

**Construction Services Agreement – Palp, Inc. dba Excel Paving
Wilmington Avenue Safe Street Pedestrian/Bicycle Improvement Project (CIP #18-02)
Resolution No. _____/Public Works Department**

President of Contractor as Contractor's Representative, who shall be deemed to be Contractor's agent with express authority to bind Contractor with respect to all matters requiring Contractor's approval or authorization.

1.6.2 City's Representative. City hereby designates the Director of the Public Works Department, or his/her designee as City's Representative for this Project.

1.7 Independent Contractor.

Contractor shall be an independent contractor, and neither Contractor, its officers, principals, employees, agents, volunteers and subcontractors (collectively hereinafter the "Contractor"), shall be considered employees or agents of City. Neither the City nor any of its officers, employees, agents or volunteers shall have any control over the conduct of the Contractor, except as expressly set forth in this Agreement. Contractor shall have no authority to bind City in any manner, or to incur any obligation, debt or liability of any kind on behalf of or against City, whether by contract or otherwise, unless such authority is expressly conferred under this Agreement or is otherwise expressly conferred in writing by City. Contractor expressly warrants that while engaged in carrying out and complying with any terms and conditions of this Agreement that Contractor shall not at any time or in any manner, represent that Contractor is in any manner officers, employees, agents or volunteers of the City. Contractor shall obtain no rights to retirement, health care or any other benefit that accrue to City officials, officers, or employees. Contractor expressly waives any claim to such rights.

1.7.1 Contractor verifies that it possesses a "**Class A**" Contractor's License(s) adequate to perform the Work herein described and that all subcontractors of Contractor have equivalent licenses for their specific trades. Contractor further verifies that it and its subcontractors are registered with the California Department of Industrial Relations ("DIR") to perform public work under the Labor Code.

1.8 Permits.

Contractor understands and assumes all risk and sole responsibility, without any adjustment to the Contract Price or Contract Time, for obtaining all permits, licenses and approvals that may be necessary for the Project to be completely constructed and ready for acceptance or occupancy by City.

Prior to or at the time of execution of this Agreement, the Contractor, and all Contractor's subcontractors, shall purchase a business license permit in conformance with *Section 9-1.2* of the *Compton Municipal Code* and obtain applicable no-fee construction permits.

2.0 SCOPE OF SERVICES

2.1 It is the mutual understanding of the Parties that all construction services to be performed hereunder shall be performed pursuant to the fee schedule, scope of work, the City Engineer and/or Project Manager, and other requirements contained in the Contract Documents. Contractor agrees to provide and furnish all necessary professionals, managers, supervisors, staff, equipment, materials, laborers, necessary tools, expendable equipment, all utility and transportation services and other facilities required to complete the following work:

**WILMINGTON AVENUE SAFE STREETS PEDESTRIAN/BICYCLE IMPROVEMENT
PROJECT, CIP# 18-02**

The Wilmington Avenue Safe Streets Pedestrian/Bicycle Improvement Project, CIP# 18-02 (“Project”) shall be performed in accordance with the plans, specifications and other contract documents as specified herein and shall consist of the following general work descriptions: pavement rehabilitation, ADA compliant curb ramps, median improvements, sidewalk improvements, driveway improvements, signing & striping, traffic signal and other minor associated work on Wilmington Avenue from Rosecrans Avenue to City Limit South.

2.2 Management of Construction Work.

In addition to the Construction Work, Contractor shall cooperate with the City, City’s Engineer and/or any construction management firm it may utilize as concerns and is incidental to construction projects of the nature and scope of this Project. The services required are not intended in any manner to diminish the overall responsibility of Contractor for the full and final completion of the Construction Work within the time and cost constraints specified in this Contract.

Contractor shall bear all costs associated with this Work, including, but not limited to, all professional, technical, clerical services, materials, tools, equipment, transportation, telephone, etc., used by Contractor in connection with this Work.

3.0 CONTRACT PRICE

3.1 Total Compensation.

As full and complete compensation for the faithful performance of all of the Work hereunder performed by Contractor in accordance with the Contract Documents, City shall pay, and Contractor agrees to accept, a not-to-exceed maximum sum of **Twelve Million Five Hundred Ninety Seven Thousand Two Hundred Forty Eight Dollars and Forty Cents (\$12,597,248.40)** (“Contract Price”), subject to adjustments for changes in the Work as may be agreed to in writing by the City and Contractor.

3.2 The Contract Price, unless changed by a properly authorized and written Change Order, represents the absolute limit of obligation or liability that City may ever have insofar as the cost for full and final completion of the Work, and the total of all payments to Contractor are concerned. Should additional amounts be required to be expended, over and above the Contract Price, to achieve completion of the Work, including project construction, and payment to Contractor, in accordance with this Contract, liability for and payment of such additional amounts shall be the sole responsibility of Contractor and its Contract surety herein, and City shall not be liable for same. Should the final cost of the construction work and Contractor’s compensation total less than the Contract Price, or any approved revision thereof, the difference shall inure to the benefit of City and no claim for all or any portion of said difference shall be valid against or payable by City.

3.3 Payments.

Progress payments may be made in arrears based on the percentage of work and deliverables completed by the Contractor. If Contractor fails to submit the required deliverable items according to schedule, the City shall have the right to delay payment and/or terminate this Agreement in accordance with the provisions noted herein.

**Construction Services Agreement – Palp, Inc. dba Excel Paving
Wilmington Avenue Safe Street Pedestrian/Bicycle Improvement Project (CIP #18-02)
Resolution No. _____/Public Works Department**

Contractor shall be reimbursed in accordance with the provisions of *California Public Contract Code, Section 20104.50*, upon receipt by the City of itemized invoices for services completed. City will verify the accuracy of the request, correct the charges where appropriate and make payment to the Contractor in an amount equal to the amount of such invoice, as verified or corrected by City. Invoices shall be submitted no later than 45 calendar days after the performance of Work for which the Contractor is billing. Invoices shall be delivered or mailed to the **Public Works Director** or his/her designee at the following address: **City of Compton, 205 South Willowbrook Avenue, Compton, California 90220.**

3.4 Retention.

Contractor agrees to the withholding of a 5% retention fee by the City. Unless there is a dispute, within sixty (60) days after the date of completion of the Work, the retention fee shall be released. If there is a dispute, the City may withhold from the final payment an amount not to exceed 150% of the disputed amount. For purposes of this section, "completion" means any of the following:

- The occupation and use of the improvement by the City after cessation of labor on the Work; or
- The acceptance of the Work by the City; or
- Cessation of labor on the Work of improvement for continuous period of at least 100 days, due to factors beyond the control of the City; or
- Cessation of labor on the Work of improvement for continuous period of at least 30 days if the City files for record a notice of cessation or a notice of completion.

-Or-

Pursuant to *Section 22300 of the Public Contract Code*, this Contract permits the substitution of securities for any monies withheld by a public agency to ensure performance under this Contract. At the request and expense of the Contractor, securities equivalent to the amount withheld shall be deposited with the public agency, or with a state or federally chartered bank as the escrow agent, who shall then pay such monies to the Contractor. Upon satisfactory completion of the Contract, the securities shall be returned to the Contractor.

Securities eligible for investment under this section shall include those listed in *Government Code Section 16430* or bank or savings and loan certificates of deposit. The Contractor shall be the beneficial owner of any securities substituted for monies withheld and shall receive any interest thereon.

In the alternative, under Section 22300, Contractor may request the City to make payment of earned retentions directly to the escrow agent at the expense of Contractor. Also at Contractor's expense, Contractor may direct investment of the payments in securities, and Contractor shall receive interest earned on such investment upon the same conditions as provided for securities deposited by Contractor. Upon satisfactory completion of the Contract, Contractor shall receive from the escrow agent all securities, interest and payments received by escrow agent from the City pursuant to the terms of Section 22300. Contractor shall pay to each subcontractor, not later than 20 days after receipt of such payment, the respective amount of interest earned, net of costs attributed to retention withheld from each subcontractor, on the amount of retention withheld to insure performance of Contractor.

3.5 Contractor's Warranty of Contract Price.

Contractor warrants and represents that the Contract Price, includes without Limitation:

**Construction Services Agreement – Palp, Inc. dba Excel Paving
Wilmington Avenue Safe Street Pedestrian/Bicycle Improvement Project (CIP #18-02)
Resolution No. _____/Public Works Department**

(i) all overhead, general and administrative expenses, including without limitation, both on-site and off-site direct job expenses and home office overhead for the Project and all fees and assessments for building and other permits for which Contractor is responsible, licenses and inspections required for the Project, and (ii) includes and assumes that from time to time Contractor will encounter delays, difficult conditions arising from limited access to work areas or other interferences for which responsibility is not otherwise attributable to Contractor and unforeseen conditions at the Site not constituting differing site conditions. Except as otherwise provided in the Contract Documents, Contractor assumes full responsibility for its examination, investigation and understanding of such delays and difficulties which may be encountered, and shall be deemed to have included in its Contract Price a sum to cover the cost and expense associated therewith.

4.0 TIME

4.1 Time of Essence.

Time is of the essence with respect to all time limits set forth in the Contract Documents.

4.2 Commencement.

4.2.1 Construction Services. Contractor agrees to commence the Work provided for herein within **10 calendar days** after receipt of the **Notification to Proceed** or as otherwise agreed in writing with the Director of his/her designee, and continue in a diligent, professional and worker-like manner as directed by the City without interruption until the each of the requested segment(s) and/or location(s) identified by the City for repairs and work is completed or within a total of **200 working days** (this period is inclusive of time to procure needed materials, mobilization, etc.), whichever occurs first, unless this Agreement is extended, suspended or terminated as provided herein.

.a Notwithstanding any other provisions of this Contract, Contractor shall not be obligated to perform any work and the City shall not be obligated to accept or pay for any work performed by the Contractor prior to issuance of a Notice to Proceed. The City's knowledge of work being performed prior to issuance of the Notice to Proceed shall not obligate the City to accept or pay for such work. Contractor shall provide all required contract bonds and evidences of insurance prior to commencing work pursuant to this Contract.

4.3 Extensions.

The Contract Time shall not be extended except by a properly authorized and written Change Order issued in accordance with the Contract Documents.

4.4 Compensation for Delay.

4.4.1 Sole Remedy. Extensions of time adjusting the Contract Time shall be Contractor's sole and exclusive remedy for delay for reasons beyond its reasonable control.

4.5 Liquidated Damages.

IF CONTRACTOR FAILS TO ACHIEVE SUBSTANTIAL COMPLETION OF THE WORK WITHIN THE PERIODS OF TIME REFERRED TO IN PARAGRAPH 4.2.1 OF THIS AGREEMENT (AS ADJUSTED BY CHANGE ORDER FOR EXTENSIONS PERMITTED BY THE CONTRACT DOCUMENTS), CITY WILL INCUR DAMAGES, THE AMOUNT OF WHICH WILL BE DIFFICULT OR IMPOSSIBLE TO ESTABLISH WITH CERTAINTY, INCLUDING BUT NOT LIMITED TO INEFFICIENCY AND DISRUPTION OF CITY'S OPERATIONS. THE PARTIES THEREFORE AGREE THAT FOR EACH

DAY PAST THE COMPLETION DATES REFERRED TO IN PARAGRAPH 4.2.1 (AS ADJUSTED BY CHANGE ORDER FOR THE EXTENSIONS PERMITTED BY THE CONTRACT DOCUMENTS) THAT THE WORK IS NOT SUBSTANTIALLY COMPLETE, CONTRACTOR SHALL PAY CITY THE SUM OF ONE THOUSAND DOLLARS (\$1,000) FOR EACH CALENDAR DAY DELAYED BEYOND THE TIME PRESCRIBED FOR FINISHING THE WORK AS LIQUIDATED DAMAGES. THIS SUM REPRESENTS A REASONABLE EFFORT TO ESTIMATE FAIR COMPENSATION FOR THE FORESEEABLE LOSSES CITY WILL INCUR ON ACCOUNT OF DELAYS IN SUBSTANTIAL COMPLETION OF THE WORK AND IS NOT A PENALTY. IF LIQUIDATED DAMAGES ARE NOT PAID, THE CITY MAY DEDUCT THE AMOUNT THEREOF FROM ANY MONEY DUE OR THAT MAY BECOME DUE TO THE CONTRACTOR UNDER THIS AGREEMENT IN ADDITION TO ANY OTHER REMEDY AVAILABLE TO THE CITY. CONTRACTOR SHALL NOT BE ASSESSED LIQUIDATED DAMAGES IF THE DELAY IS CAUSED BY ACTS OF GOD WHICH COULD NOT REASONABLY HAVE BEEN FORESEEN OR GUARDED AGAINST; STRIKES, BOYCOTTS OR LIKE OBSTRUCTIVE ACTIONS BY CONTRACTOR'S OR IT'S SUBCONTRACTOR'S EMPLOYEES WHICH ARE BEYOND CONTRACTOR'S CONTROL; FAILURE OF CITY TO PERFORM; OR FAILURE OF A PUBLIC UTILITY TO RELOCATE OR REMOVE AN EXISTING UTILITY REQUIRED FOR PERFORMANCE OF THIS CONTRACT. CITY AND CONTRACTOR HEREBY INDICATE THEIR AGREEMENT TO THE FOREGOING LIQUIDATED DAMAGES PROVISION:

City of Compton – City Manager

Contractor – Palp, Inc. dba Excel Paving

4.6 Construction Schedule.

Contractor shall prepare and submit to City a detailed Construction Baseline Schedule (showing all milestones with critical activities on the Baseline Schedule) for each street segment(s) and/or location(s) identified and requested for repairs and Work prior to commencing construction. No Work shall be started until the Schedule has been approved in writing by the City. The Construction Schedule shall be prepared, utilizing a time-scaled bar chart showing continuous flow from left to right and major milestones which are critical to the completion of the construction of the Project and a clearly highlighted critical path. Durations and specific calendar dates shall be clearly and legibly shown for the start and finish of each activity. Activities shall be in sufficient detail to demonstrate a practical plan to complete the construction within the Contract Time. There shall be no extension of time granted due to delay caused by inability to obtain materials without the advance written approval of the Public Workers Director or his/her designee.

Contractor shall be held responsible for coordination of all phases of the operations/Work so that the schedule can be met. If Contractor desires to make a major change in its methods or operations after commencing construction or if its Schedule fails to reflect the actual progress, the Contractor shall submit to the City a revised Construction Schedule. Said revised Schedule shall be submitted in advance of beginning revised operations. The City may suspend all progress payments if the Contractor fails to comply.

4.7 City Review Periods.

All schedules prepared by Contractor, shall include such City review periods as are required by the nature of the work and/or as requested by the City. Contractor shall in all cases deliver to City prior to commencement of a City review period a written request for review, accompanied, if appropriate, by the document, question or other information requiring the City or Architect review, response, approval or consideration. For purposes of determining compliance with the City review periods, if Contractor does not deliver its request for review before the first day of a City review period

**Construction Services Agreement – Palp, Inc. dba Excel Paving
Wilmington Avenue Safe Street Pedestrian/Bicycle Improvement Project (CIP #18-02)
Resolution No. _____/Public Works Department**

scheduled in the governing schedule, the City review period shall not commence until Contractor delivers such request and the respective City review date shall be extended (without any corresponding adjustment to the Contract Time) on a day-for-day basis until Contractor delivers such request to the proper entity from which a response, review or approval is sought. To the extent that such an extension causes delay to Contractor's performance within the Contract Time, such delay shall be deemed an inexcusable delay.

4.8 Governmental Authority Review Periods.

Contractor shall include in all of the schedules it prepares estimates of the time required for governmental authorities to inspect, review and approval of the Work while in progress. Contractor is solely responsible for the sufficiency and accuracy of its estimates of time for all governmental authority review periods.

5.0 CONSTRUCTION PHASE

5.1 General.

5.1.1 Contractor shall completely perform, to City's satisfaction, all of the Work in accordance with this Agreement and other Contract Documents.

5.1.2 Unless otherwise provided in the Contract Documents, Contractor shall furnish, or cause to be furnished, and shall pay for all labor, materials, equipment, tools, construction equipment and machinery, water, heat, utilities, transportation and other facilities and services necessary for proper execution and completion of the Work, whether temporary or permanent and whether or not incorporated or to be incorporated into the Work.

5.1.3 Contractor shall attend meetings with City as frequently as is necessary to the expeditious performance of the Work for the purpose of discussing construction issues which may arise during the Project.

5.2 Supervision of Work.

Contractor shall supervise and direct the Work, using Contractor's best skill and attention. Contractor shall be solely responsible for and have control over all construction means, methods, techniques, sequences and procedures and for coordinating all portions of the Work.

5.3 Permits, Approvals, Licenses and Notices.

Contractor shall obtain and pay for (i) all permits, approvals, licenses and easements; and (ii) government charges and inspection fees pertaining to the construction of the Project.

5.4 Safety.

5.4.1 Contractor shall have overall responsibility for safety precautions and programs in the performance of the Work.

5.4.2 Contractor shall seek to avoid injury, loss or damage to persons or property by taking reasonable steps to protect:

- .a** Employees and all other persons at the Site;

**Construction Services Agreement – Palp, Inc. dba Excel Paving
Wilmington Avenue Safe Street Pedestrian/Bicycle Improvement Project (CIP #18-02)
Resolution No. _____/Public Works Department**

.b Materials and equipment stored on the Site or off the Site at locations for use in performance of the Work; and

.c The Project and all property located at the Site, whether or not said property or structures are part of the Project or involved in the Work.

5.4.3 Contractor shall designate an individual at the Site in the employ of Contractor who shall act as Contractor's designated safety representative with a duty to prevent accidents.

5.4.4 Losses not insured under property insurance which may arise from the performance of the Work, to the extent of the negligence attributed to such acts or omissions of Contractor or anyone for whose acts Contractor may be liable, shall be promptly remedied by Contractor at Contractor's cost and without reimbursement by City as a cost of work, or in any other manner.

5.4.5 If City deems any part of the Work or Site unsafe, City may require Contractor, without assuming responsibility for Contractor's safety program, to immediately stop performance of the Work or take corrective measures. Neither City's order nor Contractor's action in response thereto shall be the basis for adjustment in the Contract Price or Contract Time.

5.4.6 Should this work involve digging trenches or other excavations that extend deeper than four (4) feet below the surface, the Contractor shall promptly, and before the following conditions are disturbed, notify the City, in writing, of any:

.a Material the Contractor believes may be material that is hazardous waste, as defined in *Section 25117 of the Health and Safety Code* that is required to be removed to a Class I, Class II or Class III disposal site.

.b Subsurface or latent physical conditions at the Site differing from those indicated by information about the Site made available to bidders prior to deadline for submitting bids.

.c Unknown physical conditions at the Site of any unusual nature, different materially from those ordinarily encountered and generally recognized as inherent in work of the character provided for in the Contract.

5.4.7 Contractor represents that in advance of the excavation of any trench deeper than five (5) feet, it shall submit for acceptance by the City or a registered civil or structural engineer, employed by the City, to whom authority to accept has been delegated, in advance of excavation, of a detailed plan showing the design of shoring, bracing, sloping, or other provisions to be made for worker protection from the hazard of caving ground during the excavation of such trench or trenches. If such plan varies from the shoring system standards, the plan shall be prepared by a registered civil or structural engineer.

5.5 Substitutions.

There shall be no substitutions in the Work or procedures or methods specified by the Contract Documents for performing the Work, unless Contractor first receives written approval for such substitution from City.

5.6 Trade Contractors.

5.6.1 If applicable, Contractor shall employ only Trade Contractors who are duly licensed and qualified to perform the Work consistent with the Contract Documents. Each Trade

**Construction Services Agreement – Palp, Inc. dba Excel Paving
Wilmington Avenue Safe Street Pedestrian/Bicycle Improvement Project (CIP #18-02)
Resolution No. _____/Public Works Department**

Contractor, of every tier, shall be fully bound to the Contract Documents in the same manner as Contractor is bound to City for all the requirements of the Contract Documents to the extent applicable to the Trade Contractor's portion of the Work.

5.6.2 Contractor assumes responsibility for the proper performance of the Work of Trade Contractors, of every tier, and any acts or omissions in connection with such performance. Contractor shall coordinate the activities of all Trade Contractors, of every tier.

5.7 Separate Contractors.

5.7.1 Contractor agrees to reasonably cooperate with, and coordinate its activities so as not to interfere with, those Separate Contractors performing work at the Site, so that the Project can be completed in an orderly and coordinated manner without delay.

5.7.2 If any part of the Work depends upon other work performed by Separate Contractors, Contractor shall, prior to proceeding with that part of the Work, inspect such other work and promptly notify the City of any circumstance or fact that would render such other work unacceptable for the proper performance of the Work. Contractor shall not proceed with such part of the Work without further direction from the City. Contractor shall be liable for losses incurred due to any defects in such other work not so reported by Contractor.

6.0 ACCOUNTING RECORDS

6.1 Access.

Contractor shall keep, and shall include in its contracts with its Trade Contractors, provisions requiring its Trade Contractors to keep, full and detailed accounts in accordance with the requirements of the Contract Documents and exercise such controls as may be necessary for proper financial management of the Work. Such accounting and control systems shall comply with prevailing custom and practice for similar Projects and be satisfactory to City and shall include preservation of such records for a period of four (4) years after final completion of the Work, or for such longer period as may be required by law.

Contractor shall allow, and shall include in its contracts with its Trade Contractors, provisions requiring its Trade Contractors to allow, City or its authorized representative(s) and accountants, within twenty-four (24) hours after requested by City, to inspect, audit or reproduce any and all records relating to the Project. Such records shall include all information, materials and data of every kind and character (hard copy, as well as computer readable data if it exists), that may, in City's judgment, have any bearing on or pertain to any matters, rights, duties or obligations relating to the Project, including without limitation the following: agreements; purchase orders; leases; contracts; commitments; arrangements; notes; schedules; daily diaries; superintendent reports; drawings; receipts; vouchers; memoranda; accounting records; job cost reports, job cost files (including documentation covering negotiated settlements); backcharge logs; general ledgers; documentation of cash and trade discounts earned, insurance rebates and dividends; any documents customarily maintained by contractors performing work on a cost plus a fee basis; other documents that City otherwise deems necessary to substantiate charges or claims related to the Project.

6.2 Enforcement.

Contractor hereby consents and agrees that any failure by Contractor to provide access to records as provided in this Article 6.0 shall be specifically enforceable by issuance of a preliminary and/or permanent mandatory injunction by a court of competent jurisdiction based on affidavits submitted

**Construction Services Agreement – Palp, Inc. dba Excel Paving
Wilmington Avenue Safe Street Pedestrian/Bicycle Improvement Project (CIP #18-02)
Resolution No. _____/Public Works Department**

to such court, without the necessity of oral testimony, to compel Contractor to permit access, inspection, audit and/or reproduction of the records or to require delivery of the records to City for inspection, audit and/or reproduction.

7.0 INDEMNITY, BONDS

7.1 Indemnity.

7.1.1 General Indemnity. To the fullest extent allowed by law, Contractor hereby agrees to defend, indemnify, and hold harmless City, its City Council, boards and commissions, officials, officers, agents, employees, representatives, insurers and volunteers (hereinafter collectively referred to as "City") through legal counsel acceptable to City, from and against any and all Losses arising directly or indirectly from, or in any manner relating to, any of the following: (i) any act or omission (negligent or otherwise) of Contractor, or by its Trade Contractors, of any tier; (ii) performance or nonperformance by Contractor or its Trade Contractors, of any tier, of any of the obligations under this Agreement or the other Contract Documents; (iii) the construction activities of Contractor, or its Trade Contractors, of any tier, either on the Site or on other properties; (iv) the payment or nonpayment of money by Contractor, or by any of its Trade Contractors, of any tier; or (v) any personal injury, property damage or economic loss to third persons or entities associated with the performance or nonperformance by Contractor, or any of its Trade Contractors, of any tier; provided, however, that nothing contained herein shall be construed as obligating Contractor to indemnify the City for losses resulting from the City's sole negligence, active negligence or willful misconduct. Contractor shall pay City for any costs incurred in enforcing the defense and/or indemnity obligations under this provision. Nothing in this Section 7.1 shall be construed to give rise to any implied right of indemnity in favor of Contractor against the City.

7.1.2 Survival. The provisions of Paragraph 7.1.1 shall survive complete performance or termination of this Agreement.

7.1.3 Severability. The invalidity of any portion of Paragraph 7.1.1 shall not affect or render unenforceable any other portions thereof.

7.2 Bonds.

7.2.1 Bond Forms. Prior to commencing any construction of the Work, Contractor shall file with City good and sufficient "Labor and Material Payment" and "Performance" bonds in the amount of one hundred percent (100%) of the Contract Price for each. Contractor shall take steps to assure that the penal sum of the bonds shall be increased by the amount of any additive adjustments to the Contract Price due to Change Orders. The bonds shall be on forms satisfactory to and approved by City, signed by both Contractor and surety and properly notarized. Should any bond required hereunder or any surety on such bond become or be determined by City to be insufficient, it shall be replaced within ten (10) days by a bond that fully complies with the requirements of this Paragraph 7.2.1. No further payments to Contractor for work performed shall be made or become due until Contractor has fully complied with the requirements of this Section 7.2.

7.2.2 Duration. The payment bond shall remain in effect until sixty (60) days after final completion of the Work and all claims by Contractor and Trade Contractors, of every tier, have been satisfied. The performance bond provided by Contractor shall remain in effect for the duration of the period of all warranties required by the Contract Documents and shall assure faithful performance of all of Contractor's obligations under the Contract Documents, including, without limitation, all obligations that survive final completion or termination, such as but not limited to Contractor's obligations under its warranties, guarantees and to defend and indemnify City.

Construction Services Agreement – Palp, Inc. dba Excel Paving
Wilmington Avenue Safe Street Pedestrian/Bicycle Improvement Project (CIP #18-02)
Resolution No. _____/Public Works Department

7.2.3 Premiums. The premiums for all bonds are included in the Contract Price and shall be paid by Contractor.

7.2.4 Obligees. The performance and payment bonds shall name City as obligee.

7.2.5 Changes. Change Orders, Field Orders, Modifications, Scope Changes and other Changes in the Work and adjustments to the Contract Price or Contract Time shall in no way release or exonerate Contractor or its sureties from their obligations and notice thereof shall be waived by such sureties.

7.2.6 Communications. City shall have the right to communicate with Contractor's sureties with respect to matters that are related to Contractor's performance of its obligations under the Contract Documents. Such communications shall not create or be interpreted as creating any contractual relationship between City and any such surety.

8.0 INSURANCE

8.1 Insurance Requirements. The Contractor shall not commence Work under this Contract until it has provided evidence satisfactory to the City that it has secured all insurance required under this section. In addition, Contractor shall not allow any subcontractor to commence work on any subcontract until it has secured all insurance required under this Section 8.0.

As a condition precedent to the effectiveness of this Contract for work to be performed hereunder and without limiting the Contractor's indemnification of the City, Contractor shall provide and maintain at its own expense during the term of this Agreement the following program(s) of insurance covering its operations hereunder. ***Failure on the part of the Contractor to procure or maintain insurance shall constitute a material breach upon which the City may immediately terminate this Agreement.*** Contractor agrees to suspend and cease all operations hereunder during such period of time as the required insurance coverage is not in effect and evidence of insurance has not been furnished to the City. In the event that the Contractor's operations are suspended for failure to maintain required insurance coverage, the Contractor shall not be entitled to an extension of time for completion of the Work because of production lost during suspension.

8.2 Minimum Scope of Insurance. Insurance coverage specified herein constitutes the minimum requirements and said requirements shall in no way lessen or limit the liability of the Contractor under the terms of the Agreement. Contractor shall procure and maintain, at its own costs and expense, any additional kinds and amounts of insurance that, in its own judgment, may be necessary for its proper protection of the work.

All insurance required hereunder shall be primary with respect to any insurance maintained by the City and shall not call on the City's program for contributions. Program(s) of insurance shall include:

8.2.1 Commercial General Liability. Insurance which affords coverage at least as broad as Insurance Services Office "occurrence" form CG 00 01 11 88, with minimum limits of at least **One Million Dollars (\$1,000,000.00)** per occurrence, and if written with an aggregate, the aggregate shall be double the per occurrence limit. Defense costs shall be paid in addition to the limits. Products and completed operations coverage shall be maintained for a minimum of two years after completion of the Work.

.a The policy shall contain no endorsements or provisions limiting coverage for (1) explosion, collapse or underground hazard (XCU); (2) products and completed operations; (3)

Construction Services Agreement – Palp, Inc. dba Excel Paving
Wilmington Avenue Safe Street Pedestrian/Bicycle Improvement Project (CIP #18-02)
Resolution No. _____/Public Works Department

contractual liability; (4) third party action over claims; (5) cross liability exclusion for claims or suits by one insured against another; or (6) contain any exclusions contrary to the Contract.

8.2.2 Automobile Liability. Automobile Liability Insurance with coverage at least as broad as Insurance Services Office Form CA 00 01 06 92 covering "Any Auto" (Symbol 1) with minimum limits of **One Million Dollars (\$1,000,000.00)** each accident. If Contractor does not own any company vehicles, the requirement may be satisfied by providing (a) a Personal Automobile Liability policy for the Contractor's own vehicle (as specified in the following paragraph); and (b) a non-owned auto endorsement to the Commercial General Liability policy if Contractor may use vehicles of others (e.g., vehicles of employees). Independent Contractors may not be able to purchase a Business Automobile policy and consideration may be given to accepting a Personal Automobile Liability policy. Requirements should stipulate "Automobile Liability Insurance with a limit of not less than \$1,000,000 each accident."

8.2.3 Workers' Compensation. Workers' Compensation Insurance, as required by the State of California and Employer's Liability Insurance, with a limit of not less than **One Million (\$1,000,000.00)** per accident for bodily injury and disease. Workers' Compensation and Employer's Liability insurance may not be required if Contractor has no employees and provides, to City's satisfaction, a declaration stating this.

8.2.4 Builder's Risk Insurance. Builder's Risk Insurance for any property constructed on behalf of the City, to cover "all risk" of physical loss providing for loss or damage from collapse, including collapse resulting from design error. The value insured shall cover 100% of the completed Contract cost and shall be maintained until full acceptance of the Work.

8.3 Endorsements. Required insurance policies shall not be in compliance if they include any limiting provision or endorsement that has not been submitted to the City for approval.

8.3.1 The policy or policies of insurance required by Section 8.2.1 (Commercial General Liability) shall be endorsed to provide the following:

.a Additional Insured: The City, its officials, officers, employees, agents, and volunteers shall be named as "**additional insured**" with regard to liability and defense of suits or claims arising out of the performance of the Agreement.

.b Additional Insured Endorsements shall not (1) be restricted to "ongoing operations"; (2) exclude "contractual liability"; (3) restrict coverage to "sole" liability of Contractor; or (4) contain any other exclusions contrary to the Contract.

.c Cancellation: Required insurance policies shall not be canceled or the coverage reduced until a thirty (30) day written notice of cancellation has been served upon the City, except ten (10) days written notice shall be provided for non-payment of premium.

8.3.2 The policy or policies of insurance required by Section 8.2.2 (Automobile Liability) shall be endorsed to provide the following:

.a Cancellation: Required insurance policies shall not be canceled or the coverage reduced until a thirty (30) day written notice of cancellation has been served upon the City, except ten (10) days written notice shall be provided for non-payment of premium.

8.3.3 The policy or policies of insurance required by Section 8.2.3 (Workers' Compensation) shall be endorsed to provide the following:

**Construction Services Agreement – Palp, Inc. dba Excel Paving
Wilmington Avenue Safe Street Pedestrian/Bicycle Improvement Project (CIP #18-02)
Resolution No. _____/Public Works Department**

.a **Waiver of Subrogation:** A waiver of subrogation stating that the insurer waives all rights of subrogation against the indemnified parties.

.b **Cancellation:** Required insurance policies shall not be canceled or the coverage reduced until a thirty (30) day written notice of cancellation has been served upon the City, except ten (10) days written notice shall be provided for non-payment of premium.

8.4 Waiver of Subrogation. Required insurance coverage's shall not prohibit Contractor from waiving the right of subrogation prior to a loss. Contractor shall waive all subrogation rights against the indemnified parties. Policies shall contain or be endorsed to contain such provisions.

8.5 Deductible. Any deductible or self-insured retention must be approved in writing by the City and shall protect the indemnified parties in the same manner and to the same extent as they would have been protected had the policy or policies not contained a deductible or self-insured retention.

8.6 Evidence of Insurance. The Contractor, concurrently with the execution of the Contract, and as a condition precedent to the effectiveness thereof, shall deliver certified copies of the required policies on forms approved by the City. The certificates and endorsements for each insurance policy shall be signed by a person authorized by that insurer to bind coverage on its behalf. At least fifteen (15) days prior to the expiration of any such policy, evidence of insurance showing that such insurance coverage has been renewed or extended shall be filed with the City. If such coverage is cancelled or reduced, Contractor shall, within ten (10) days after receipt of written notice of such cancellation or reduction of coverage, file with the City evidence of insurance showing that the required insurance has been reinstated or has been provided through another insurance company or companies.

8.7 Acceptability of Insurers. Each such policy shall be from a company or companies with a current A.M. Best's rating of no less than A:VII and authorized to do business in the State of California, or otherwise allowed to place insurance through surplus line brokers under applicable provisions of the California Insurance Code or any federal law.

8.8 Insurance for Subcontractors. All subcontractors shall be included as additional insured's under the Contractor's policies, or the Contractor shall be responsible for causing subcontractors to purchase the appropriate insurance in compliance with the terms of these Insurance Requirements, including adding the City as an **"additional insured"** to the subcontractor's policies. Contractor shall submit proof of compliance with this provision upon request of the City.

8.9 Reporting of Claims. Contractor shall report to the City, in addition to Contractor's insurer, any and all insurance claims submitted by Contractor in connection with the Work under this Contract.

9.0 CHANGE ORDERS

9.1 Changes. City has the right, in its sole discretion, to make whatever changes it deems necessary or desirable to the Work; no change ordered by City shall entitle Contractor to an adjustment of the Contract Price or Contract Time unless it constitutes a Scope Change.

9.2 Change Orders. A Change Order is a duly authorized written order signed by City and Contractor, and issued after execution of this Agreement, authorizing an adjustment in the Contract Price and/or Contract Time. The Contract Price and Contract Time can be adjusted only by Change Order. No action, conduct, omission, prior failure or course of dealing by City shall act to waive, modify,

**Construction Services Agreement – Palp, Inc. dba Excel Paving
Wilmington Avenue Safe Street Pedestrian/Bicycle Improvement Project (CIP #18-02)
Resolution No. _____/Public Works Department**

change or alter the requirement that Change Orders must be duly authorized and in writing signed by City.

10.0 CERTIFICATIONS

10.1 Certification of Contractor. I, **Curtis P. Brown III**, **HEREBY CERTIFY** that I am the **President**, and duly authorized representative of the Contractor firm of **Palp, Inc. dba Excel Paving** and that, except as hereby expressly stated, neither I nor the above firm that I represent have: (i) employed or retained for a commission, percentage, brokerage, contingent fee, or other consideration, any firm or person (other than a bona fide employee working solely for me or the above consultant) to solicit or secure this agreement; nor (ii) agreed, as an express or implied condition for obtaining this Contract, to employ or retain the services of any firm or person in connection with carrying out the agreement; nor (iii) paid, or agreed to pay, to any firm, organization or person (other than a bona fide employee working solely for me or the above consultant) any fee, contribution, donation, or consideration of any kind, for or in connection with, procuring or carrying out this Agreement.

10.2 Debarment and Suspension Certification. The Contractor, under penalty of perjury, certifies that, except as noted below, he/she/it or any other person associated therewith in the capacity of owner, partner, director, officer, manager:

- a. is not currently under suspension, debarment, voluntary exclusion, or determination of ineligibility by any Federal, State or local agency; and
- b. has not been suspended, debarred, voluntarily excluded or determined ineligible by any Federal, State or local agency within the past 3 years; and
- c. does not have a proposed debarment pending; and
- d. has not been indicted, convicted, or had a civil judgment rendered against him/her/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
- e. 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
- f. 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]

These certifications are a material representation of fact upon which reliance was placed when this transaction was made or entered into. The above certifications are part of this Contract. Signing this Agreement on the signature portion thereof shall also constitute signature of the above Certifications.

Mark Luer, President

(Date)

10.3 Non-Lobbying Certification for Federal-Aid Contracts. The Contractor certifies to the best of his or her knowledge and belief, that:

(a) No Federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of any Federal agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any Federal contract, the making of any Federal grant, the making of any Federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any Federal contract, grant, loan, or cooperative agreement.

(b) If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any Federal agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this Federal contract, grant, loan, or cooperative agreement, the undersigned shall complete and submit Standard Form-LLL, "Disclosure of Lobbying Activities," in conformance with its instructions.

These certifications are a material representation of fact upon which reliance was placed when this transaction was made or entered into. The above certifications are part of this Contract. Signing this Agreement on the signature portion thereof shall also constitute signature of the above Certifications.

Curtis P. Brown III, President

(Date)

11.0 DEFAULT AND TERMINATION

11.1 Default by Contractor.

11.1.1 Notice of Default. Without limitation to any of City's other rights or remedies at law or in equity, City shall have the right to terminate this Agreement in the event that Contractor fails or refuses to perform any of the obligations set forth in this Agreement or the other Contract Documents, and fails to cure such default in the manner required hereafter.

11.1.2 Opportunity to Cure Default. Contractor shall cure any default in performance of its obligations under the Contract Documents within two (2) business days after receipt of written notice of such default from City; provided, however, that if the breach cannot reasonably be cured within such time then Contractor will commence to cure the breach within two (2) days and will diligently and continuously prosecute such cure to completion within a reasonable time, which shall in no event be later than ten (10) calendar days after receipt of such written notice.

11.2 City's Rights and Remedies Upon Default.

11.2.1 Remedies Upon Default. In the event that Contractor fails to cure any breach of this Agreement within the time periods set forth above, then City may pursue any remedies available under law or equity, including, without limitation, the following:

.a **Delete Certain Services.** City may, without terminating this Agreement,

Construction Services Agreement – Palp, Inc. dba Excel Paving
Wilmington Avenue Safe Street Pedestrian/Bicycle Improvement Project (CIP #18-02)
Resolution No. _____/Public Works Department

delete certain portions of the Work, reserving to itself all rights to recover losses related thereto.

.b Perform and Withhold. City may, without terminating this Agreement, engage others to perform the Work or portion of the Work that has not been performed by Contractor and withhold the cost thereof to City from future payments to Contractor, reserving to itself all rights to recover losses related thereto.

.c Suspend this Agreement. City may, without terminating this Agreement and reserving to itself all rights to recover losses related thereto, suspend all or any portion of this Agreement for as long a period of time as City determines, in its sole discretion, appropriate, in which event City shall have no obligation to adjust the Contract Price or Contract Time, and shall have no liability to Contractor for adjustment to the Contract Price, Contract Time, or for losses, if City directs Contractor to resume Work.

.d Terminate this Agreement. City may terminate all or any part of this Agreement for cause according to the notice provisions set forth in this Agreement, reserving to itself all rights to recover losses related thereto.

.e Invoke the Performance Bond. City may, with or without terminating this Agreement and reserving to itself all rights to recover losses related thereto, exercise its rights under the Contractor's performance bond.

11.2.2 Rights Cumulative. All of City's rights and remedies under this Agreement are cumulative, and shall be in addition to those rights and remedies available in law or in equity. Designation in the Contract Documents of certain breaches as "material" shall not be construed as implying that other breaches not so designated are not material nor shall such designations be construed as limiting City's right to terminate or the exercise of its other rights or remedies for default to only material breaches. City shall determine whether there has been noncompliance with the Contract Documents so as to warrant exercise by City of its rights and remedies for default. No termination or action taken by City after termination shall prejudice any other rights or remedies of City provided by law or equity or by the Contract Documents upon such termination; and City may proceed against Contractor to recover all losses suffered by City.

11.2.3 Monies. In the event of a termination or suspension of all or a portion of the Work due to a default by Contractor, City shall have the right, without releasing Contractor or its sureties from liability for failure to fulfill this Agreement, to withhold all or a portion of the monies owing or retained until final completion of the Work. Any cost over and above the Contract Price arising from the suspension of operations of this Agreement and the completion of the Work shall be paid by Contractor's sureties. Contractor will be paid any surplus monies remaining after all contract disputes have been resolved and finally determined.

11.2.4 Delays by Sureties. Without limitation to any of City's other rights or remedies under the law or in equity, City has the right to suspend the performance by Contractor's sureties in the event of any of the following: (i) failure of the sureties to begin work within a reasonable time in such manner as to ensure full compliance with the Contract Documents within the Contract Time; (ii) abandonment of the Work; (iii) if at any time City is of the opinion the Work is unnecessarily or unreasonably delayed; (iv) willful violation of any terms of this Agreement; (v) failure to perform according to this Agreement or the other Contract Documents; or (vi) failure to follow instructions of City for performance of the Work within the Contract Time. City will serve notice of such failure upon the sureties and in the event the sureties neglect or refuse to cure the breach within the time specified in such notice, City shall have the power to suspend the operation or any part thereof of Contractor's sureties.

Construction Services Agreement – Palp, Inc. dba Excel Paving
Wilmington Avenue Safe Street Pedestrian/Bicycle Improvement Project (CIP #18-02)
Resolution No. _____/Public Works Department

11.2.5 Contractor Obligations. Upon receipt of a notice of termination for default, Contractor shall, unless the notice states otherwise, perform each of the obligations set forth in Paragraph 11.4.1, below.

11.2.6 Damages to City.

.a Reservation of Remedies. City will be entitled to all damages available under the law, and all rights in equity, in the event of Contractor's breach of this Agreement or the other Contract Documents.

.b Deductions. If City suffers a loss due to Contractor's nonperformance, then such loss shall be deducted from the amounts withheld. Should the amount withheld exceed the amount deducted, the balance will be paid to Contractor or its designee upon completion of the Project. If the loss incurred by City exceeds the amount withheld, Contractor shall be liable to City for the difference and shall promptly remit same to City.

.c No Release. If, however, City elects to terminate this Agreement for cause, all monies due Contractor or retained under the terms of the Contract Documents shall be forfeited to City. Such forfeiture shall not release Contractor or its sureties from liability for failure to fulfill this Agreement. Contractor and its sureties will be credited with the amount of monies forfeited toward any greater sum they may be liable for in connection with Contractor's default.

11.3 Suspension by City for Convenience. City may, at any time and from time to time, without cause, order Contractor, in writing, to suspend, delay, or interrupt the Work in whole or in part for such period of time, up to an aggregate of fifty percent (50%) of the Contract Time, as City may determine, with such period of suspension to be computed from the date of the written order. Without limitation to the foregoing, Contractor acknowledges that issuance of a suspension order by City due to circumstances relating to City's compliance with the California Environmental Quality Act is foreseeable and that such suspension order, regardless of its duration, shall not be considered a breach by City of this Agreement. Upon receipt of a suspension order, Contractor shall, at City's expense, comply with its terms and take all reasonable steps to minimize costs allocable to the Work covered by the suspension order during the period of work stoppage. Within the period of the above noted aggregate time, or such extension to that period as is agreed upon by Contractor and City, City shall either cancel the suspension order or it shall have the right, without incurring a liability to Contractor for lost profits or consequential damages, to delete the Work covered by such suspension order by issuing a Change Order.

11.3.1 Resumption. If a suspension order is canceled or expires, Contractor shall resume and continue with the Work. A Change Order will be issued adjusting the Contract Price and/or the Contract Time for additional costs of work and delay necessarily caused by such suspension.

11.3.2 Suspension Order Required. The provisions of this Section 11.3 shall not apply if a suspension order is not issued by City. A suspension order shall not be required to stop the Work as permitted or required under any other provision of the Contract Documents.

11.4 Termination Without Cause. City shall have the option, at its sole discretion and without cause, to terminate this Agreement in part or in whole by giving thirty (30) days' written notice to Contractor as provided herein. Contractor agrees to accept such sums as allowed under this Section 11.4 as its sole and exclusive compensation and waives any claim for other compensation or Losses, including, but not limited to, Loss of anticipated profits, Loss of revenue, lost opportunity, or other consequential, direct, indirect, incidental Losses or damages, of any kind.

Construction Services Agreement – Palp, Inc. dba Excel Paving
Wilmington Avenue Safe Street Pedestrian/Bicycle Improvement Project (CIP #18-02)
Resolution No. _____/Public Works Department

11.4.1 Contractor Obligations. Upon receipt of notice of termination without cause, Contractor shall, unless the notice directs otherwise, do the following:

- .a** Immediately discontinue performance to the extent specified in the notice;
- .b** Place no further orders or subcontracts for materials, equipment, services or facilities, except as may be necessary for completion of such portion of its obligations as is not discontinued;
- .c** Provide to City a description, in writing no later than two (2) business days after receipt of the notice of termination, complete copies of all subcontracts, purchase orders and contracts that are outstanding, including any change orders, amendments and modifications thereto, status of payments and balance owing, the status of performance and claims by Trade Contractors, together with such other information as City may determine necessary in order to decide whether to accept assignment of, or request Contractor to terminate the subcontract, purchase order or contract;
- .d** Promptly assign to City those subcontracts, purchase orders or contracts, or portions thereof, that City elects to accept by assignment and cancel, on the most favorable terms reasonably possible, all subcontracts, purchase orders or contracts, or portions thereof, that City does not elect to accept by assignment; and
- .e** Thereafter continue only such performance as may be necessary to preserve and protect work already completed or in progress and to protect materials and equipment on the Site or in transit thereto.

11.4.2 Final Billing. Following termination without cause and within thirty (30) days after receipt of a complete and timely billing from Contractor seeking payment of sums authorized by this Paragraph 11.4.2, City shall pay to Contractor as its sole and exclusive compensation for performance under this Agreement the following:

- .a** The Contract Price earned and payable as of the date of termination, less sums previously paid to Contractor;
- .b** Plus, reasonable costs of work of Contractor and Trade Contractors for (i) demobilizing, and (ii) administering the close out of its participation in the Project (including, without limitation, all billing and accounting functions) for a period of no longer than thirty (30) days after receipt of the notice of termination;

11.4.3 Trade Contractors. Contractor shall include provisions in all of its subcontracts, purchase orders and other contracts with its Trade Contractors permitting termination for convenience by Contractor on terms that are consistent with this Agreement and that afford no greater rights of recovery against Contractor for termination than are afforded to Contractor.

11.5 Contractor's Rights and Remedies.

11.5.1 Contractor's Remedies. Contractor may terminate this Agreement for cause only upon the occurrence of one of the following:

- .a** The work is stopped for one hundred sixty (160) consecutive days, through no act or fault of Contractor, any Trade Contractor, of any tier, or any employee or agent of any of them, due to issuance of an order of a court or other governmental authority other than City having

Construction Services Agreement – Palp, Inc. dba Excel Paving
Wilmington Avenue Safe Street Pedestrian/Bicycle Improvement Project (CIP #18-02)
Resolution No. _____/Public Works Department

jurisdiction or due to an act of government, such as a declaration of a national emergency making material unavailable.

.b City fails to make payment of sums that are not in good faith disputed by City and fails to cure such default within (i) ninety (90) days after receipt of notice from Contractor notifying City of the default; and (ii) an additional thirty (30) days notice to City notifying it of its intention to terminate this Agreement.

11.5.2 Continuous Performance. Provided that Contractor is paid undisputed sums due under this Agreement, Contractor shall not stop, delay or interrupt continuous performance of the Work by reason of any dispute or disagreement with City, including, without limitation, any disputes or disagreements over payments of funds that are disputed in good faith by City.

12.0 MISCELLANEOUS PROVISIONS

12.1 Warranties. Contractor warrants and guarantees all Work under this Contract (which for purposes of this section shall be deemed to include unauthorized work which has not been removed and any non-conforming materials incorporated into the Work) to be of good quality and free from any defective or faulty material and workmanship. Contractor agrees that for a period of one (1) year (or period of time specified elsewhere in this Contract or in any guarantee or warranty provided by any manufacturer or supplier of equipment or materials incorporated into the Work, whichever is later) following completion and the date of final acceptance of the Project, Contractor shall, within ten (10) days after being notified in writing by the City of any defect in the Work or non-conformance of the Work, commence and prosecute with due diligence all Work necessary to fulfill the terms of the warranty at its sole cost and expense. Contractor shall act sooner as requested by the City in response to an emergency. In addition, Contractor shall, at its sole cost and expense, repair and replace any portions of the Work (or work of other contractors) damaged by its defective Work or which becomes damaged in the course of repairing or replacing defective Work. For any Work so corrected, Contractor's obligation hereunder to correct defective Work shall be reinstated for an additional one (1) year, commencing with the date of acceptance of such corrected Work. All warranties and guarantees of subcontractors, suppliers and manufacturers with respect to any portion of the Work, whether express or implied, are deemed to be obtained by Contractor for the benefit of the City, regardless of whether or not such warranties and guarantees have been transferred or assigned to the City by separate agreement and Contractor agrees to enforce such warranties and guarantees, if necessary, on behalf of the City. This obligation shall survive completion or termination of the Contract.

12.2 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 Contract.

12.3 Governing Law. This Agreement shall be governed by the laws of the State of California. In the event of litigation between the parties, venue in state trial courts shall lie exclusively in the County of Los Angeles. In the event of litigation in a U.S. District Court, venue shall lie exclusively in the Central District of California, in Los Angeles.

12.4 Waiver of Jury Trial. Contractor voluntarily waives its right to a jury trial of any cause of action, claim, counter-claim or cross-complaint in any action, proceeding or hearing on any matter whatsoever arising out of, or in any way connected with, this Agreement, the relationship between City and Contractor, Contractor's performance on the Project, or the enforcement of any remedy under any law, statute or regulation now or hereafter in effect. Contractor shall include this provision for waiver of jury trial right in its contracts with its Trade Contractors who provide work to the Project, waiving the right

**Construction Services Agreement – Palp, Inc. dba Excel Paving
Wilmington Avenue Safe Street Pedestrian/Bicycle Improvement Project (CIP #18-02)
Resolution No. _____/Public Works Department**

of a jury trial in any action involving City as a party, whether by joinder, consolidation, counter-claim, cross-complaint or otherwise.

12.5 Severability. Should any part of this Agreement be declared by a final decision by a court or tribunal of competent jurisdiction to be unconstitutional, invalid, or beyond the authority of either party to enter into or carry out, such decision shall not affect the validity of the remainder of this Agreement, which shall continue in full force and effect, provided that the remainder of this Agreement, absent the unexcised portion, can be reasonably interpreted to give effect to the intentions of the parties.

12.6 Successors and Assigns. This Agreement shall be binding on successors, assigns and legal representatives of and persons in privity of contract with City or Contractor. Contractor shall not assign, sublet or transfer an interest in this Agreement without advance written approval of City. Assignment, subletting or transfer will not release Contractor from any of its obligations to City.

12.7 Interpretation. Contractor and City acknowledge that the terms of this Agreement has been mutually negotiated and that such documents shall not be interpreted against either City or Contractor on the basis that either party was responsible for or in control of the drafting of such documents.

12.8 Survival. All provisions of this Agreement which by their nature continue beyond the termination or completion of performance under this Agreement, including, without limitation, those obligations pertaining indemnification, insurance and confidentiality, shall survive and continue in force after either termination or completion of performance by Contractor.

12.9 Conflict of Interest. The Contractor represents, warrants and agrees that to the best of its knowledge, it does not presently have, nor will it acquire during the term of this Contract, any interest direct or indirect, by Contract, employment or otherwise, or as a partner, joint venturer or shareholder (other than as a shareholder holding a one percent (1%) or less interest in publicly traded companies) or affiliate with any business or business entity that has entered into any Contract, subcontract or arrangement with the City. Upon execution of this Contract and during its term, as appropriate, the Contractor shall disclose in writing to the City, any other Contract or employment during the term of this Contract by any other persons, business or corporation in which employment will or may likely develop a conflict of interest between the City interest and the interests of the third parties.

12.10 Copyrights. No report, maps, or other documents produced in whole or in part under this Contract shall be the subject of an application for copyright by or on behalf of the Contractor. All documents become the property of the City who holds all the rights to said data.

12.11 Confidentiality of Reports. The Contractor shall keep confidential all reports, information and data received, prepared or assembled pursuant to performance hereunder. Such information shall not be made available to any person, firm, corporation or entity without the prior written consent of the City.

12.12 Employees of Contractor. The City does not and will not condone any act, gestures, comments or conduct from the Contractor's employees, agents or subcontractors which may be construed as sexual harassment or any other type of activity or behavior that might be construed as harassment. The Contractor will properly investigate all charges of harassment by residents, employees, agents or subcontractors and is responsible for taking appropriate action after reports of harassment are received by the Contractor.

12.13 Patent Rights. The City will hold all the patent rights with respect to any discovery or invention which arises or is developed in the course of, or under this Contractor.

**Construction Services Agreement – Palp, Inc. dba Excel Paving
Wilmington Avenue Safe Street Pedestrian/Bicycle Improvement Project (CIP #18-02)
Resolution No. _____/Public Works Department**

12.14 Waivers. A waiver by either party to this Agreement of any breach of any term, covenant or condition contained herein shall not be deemed to be a waiver of any subsequent breach of the same or any other term, covenant or condition contained herein, whether of the same or a different character.

12.15 Federal and State Withholding Taxes. Contractor shall be responsible for paying when due all federal and state income withholding taxes for all earning under this Agreement. Contractor agrees to indemnify City for any claims, costs, losses, fees, penalties, interest, or damages suffered by City resulting from Contractor's failure to comply with this provision.

12.16 Entire Agreement. The Contract Documents represent the entire and integrated agreement between City and Contractor and supersedes all prior negotiations, representations or agreements, either written or oral. The Contract Documents may be amended or modified only by Change Order. Nothing contained in the Contract Documents shall be for the benefit of, create any contractual relationship with, or give rise to a cause of action in favor of any third party.

12.17 Execution Authority. The person(s) 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.

13.0 NOTICES

13.1 Delivery. All notices, demands or requests to be given under this Agreement shall be given in writing and conclusively shall be deemed received when: (a) delivered personally, or (b) on the fifth (5th) day after the deposit thereof in the United States mail, postage prepaid, and addressed as hereinafter provided, or (c) one (1) business day after send by facsimile transmission.

13.2 Addresses. All notices, demands, requests or approvals from Contractor to City shall be addressed to the City at:

City of Compton
205 South Willowbrook Avenue
Compton, California 90220
Attn: Director, Public Works Department
(310) 605-5505
(310) 605-6326 – Fax

with copies to:

City of Compton
205 South Willowbrook Avenue
Compton, California 90220
Attn: City Manager

All notices, demands or requests from City to Contractor shall be addressed to:

Palp, Inc. dba Excel Paving
2230 Lemon Avenue
Long Beach, California 90806
Attn: Curtis P. Brown, President

Construction Services Agreement – Palp, Inc. dba Excel Paving
Wilmington Avenue Safe Street Pedestrian/Bicycle Improvement Project (CIP #18-02)
Resolution No. _____/Public Works Department

(951) 736-7600
(951) 736-7646 - Fax

13.3 Change in Address. 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.

IN WITNESS WHEREOF, Contractor has executed this Agreement and the City, by its City Manager, who is authorized to do so, has executed this Agreement.

**PALP, INC DBA EXCEL PAVING
CONTRACTOR**

Dated: _____

By _____
Curtis P. Brown III, President

CITY OF COMPTON

Approved by:

Dated: _____

By _____
Wille A. Hopkins, Jr., City Manager

Approved as to form:

By _____
Eric J. Perrodin, City Attorney

Dated: _____

ATTEST:

Dated: _____

By _____
Vernell McDaniel, City Clerk

October 1, 2024

TO: MAYOR AND CITY COUNCIL MEMBERS

FROM: CITY CONTROLLER

SUBJECT: A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON RESCINDING RESOLUTION #26,058 AND AUTHORIZING THE CITY MANAGER TO ENTER INTO A MULTI-YEAR PROFESSIONAL SERVICES AGREEMENT WITH VITAL RECORDS CONTROL (VRC) (FORMERLY KNOWN AS URM TECHNOLOGIES) FOR SCANNING SERVICES, AND TO ISSUE A PURCHASE ORDER IN THE AMOUNT OF ONE HUNDRED AND SIXTY THOUSAND DOLLARS (\$160,000) FOR SERVICES TO BE PROVIDED.

SUMMARY

Staff is requesting that the City Council rescind Resolution #26,058 and consider adopting a Resolution authorizing the City Manager to enter into a multi-year professional services agreement with Vital Records Control (VRC), formerly known as URM Technologies, (\$160,000) to provide scanning services to the City, and to issue a Purchase Order for the amount of One Hundred and Sixty Thousand Dollars (\$160,000) for services to be provided by Vital Records Control.

BACKGROUND

Historically, the City has contracted out scanning services for City Departments. However, as those services ceased, digitization for new and old documents has become abundant. Over the past decade, the reduction in the budget for equipment and staffing has made it challenging to uphold the scanning needs.

In December 2023, City staff released an RFP for Scanning Services that was published in the Compton Bulletin, City Website, and the CSMFO (California Society of Municipal Finance Officers) website. The City received four responses. The respondents were Metasource, URM Technologies (now known as Vital Records Control), The Scanning Company (TSC), and Legal Vision. The Scanning Company received the highest rating and was selected.

Please see Attachment A for merger of Vital Records Control and URM Technologies

STATEMENT OF ISSUE

On June 4, 2024, Resolution #26,058 was adopted by City Council authorizing the City Manager to enter into a multi-year agreement and issue a Purchase Order to The Scanning

**Staff Report – A Resolution Rescinding Resolution #26,058 and Authorizing A Professional Agreement For Scanning Services with Vital Records Control (formerly URM Technologies)
October 1, 2024**

Company (TSC) for Scanning Services. On June 6, 2024, the Controller's office was notified that the chosen candidate, The Scanning Company (TSC), filed for Chapter 11 for their business operations in Colorado on May 10, 2024. In reviewing the filing, there are some concerns with their ability to adequately service the City of Compton. The content in the filing signifies a potential risk and staff does not think it is in the best interest of the City to move forward with them. The Chapter 11 filing post-dates the thorough efforts of the City staff in assuring the best candidate was selected.

Staff is requesting for the adopted authorization noted in Resolution #26,058 be rescinded due to the concerning circumstances of The Scanning Company. Staff has reviewed the rating sheet and URM Technologies, now known as Vital Records Control, has provided the next most responsible bid that is suitable for the City's needs. Available services include boxing/packing with optional cataloguing, regular and oversized document scanning with preferred scaling and optional black/white or color scanning, indexing, transportation of documents to the scanning facility and brought back to the City, scanning preparation (removal of staples, paper clips...etc.), and re-preparation (documents are organized and put back in the boxes). Their digitizing software is compatible with the City and is capable of storing the scans at various preferred locations (i.e. flash drive, cd, cloud).

Digitizing the City's existing documents will ease the City's need for additional storage space and provide stakeholders and customers with greater access to City records, thus increasing transparency. Staff believes that it is beneficial for the City to be able to digitize the City's documents from operations. Not only will the documents be more secured and require less storage space, but also will assist staff in being more efficient and effective when assisting the residents. The estimated costs for scanning services from URM Technologies for multiple departments is One Hundred and Sixty Thousand Dollars (\$160,000). The total cost is contingent on the need and type of service the City demands.

Please see Attachment B for Vital Records Control cost breakdown.

Staff is requesting authorization be given to enter into a multi-year professional agreement with Vital Records Control, formerly known as URM Technologies, for scanning services, and to open a Purchase Order in the amount of One Hundred and Sixty Thousand Dollars (\$160,000) for services to be provided by Vital Records Control.

FISCAL IMPACT

The costs for scanning services from Vital Records Control for multiple departments is estimated at One Hundred and Sixty Thousand Dollars (\$160,000), and are contingently based on the needs of the City.

**Staff Report – A Resolution Rescinding Resolution #26,058 and Authorizing A Professional Agreement For Scanning Services with Vital Records Control (formerly URM Technologies)
October 1, 2024**

A Purchase Order is also requested at this time for Vital Records Control in the amount of One Hundred and Sixty Thousand Dollars (\$160,000) from the following account:

<u>Account Code</u>	<u>Account Name</u>	<u>Amount</u>
1001-650-000-4266	General Fund Controller's Department Contract Services	\$50,000
1001-710-000-4266	General Fund Public Works Engineering Contract Services	\$100,000
1001-690-000-4266	General Fund Fire Department Contract Services	\$10,000

RECOMMENDATION

Staff recommends the City Council to adopt the attached Resolution to authorize the City Manager to enter into a professional agreement with Vital Records Control, and also authorize the City Manager to open a Purchase Order in the amount of One Hundred and Sixty Thousand Dollars (\$160,000) for Vital Records Control for scanning services to be provided.

**SHARON RAHBAN NAVIZADEH
CITY CONTROLLER FORWARDED TO CITY MANAGER**

APPROVED FOR FORWARDING:

**WILLIE A. HOPKINS, JR.
CITY MANAGER**

RESOLUTION NO. _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON RESCINDING RESOLUTION #26,058 AND AUTHORIZING THE CITY MANAGER TO ENTER INTO A MULTI-YEAR PROFESSIONAL SERVICES AGREEMENT WITH VITAL RECORDS CONTROL (VRC) (FORMERLY KNOWN AS URM TECHNOLOGIES) FOR SCANNING SERVICES, AND TO ISSUE A PURCHASE ORDER IN THE AMOUNT OF ONE HUNDRED AND SIXTY THOUSAND DOLLARS (\$160,000) FOR SERVICES TO BE PROVIDED.

WHEREAS, historically, the City has contracted out scanning services for City Departments. However, as those services ceased, old and new documents require digitization; and

WHEREAS, currently, hardcopy documents are scanned manually by City staff using desktop or specialized scanners; and

WHEREAS, in December 2023, City staff released an RFP for Scanning Services that was published in the Compton Bulletin, City Website, and the CSMFO (California Society of Municipal Finance Officers) website. The City received four responses. The respondents were Metasource, URM Technologies (now known as Vital Records Control The Scanning Company (TSC), and Legal Vision. The Scanning Company received the highest rating and was selected; and

WHEREAS, on June 4, 2024, Resolution #26,058 was adopted by City Council authorizing the City Manager to enter into a multi-year agreement and issue a Purchase Order to The Scanning Company (TSC) for Scanning Services; and

WHEREAS, on June 6, 2024, the Controller's office was notified that the chosen candidate, The Scanning Company (TSC), filed for Chapter 11 for their business operations in Colorado on May 10, 2024. In reviewing the filing, there are some concerns with their ability to adequately service the City of Compton. The content in the filing signifies a potential risk. The Chapter 11 filing post-dates the thorough efforts of the City staff in assuring the best candidate was selected; and

WHEREAS, staff is requesting for the adopted authorization noted in Resolution #26,058 be rescinded due to the concerning circumstances of The Scanning Company; and

WHEREAS, staff has reviewed the rating sheet and URM Technologies (now known as Vital Records Control (VRC) has provided the next most responsible bid that is suitable for the City's needs; and

WHEREAS, digitizing the City's existing documents will ease the City's need for additional storage space and provide stakeholders and customers with greater access to City records, thus increasing transparency; and

WHEREAS, the estimated costs for scanning services from Vital Records Control (formerly known as URM Technologies) for multiple departments is estimated at One Hundred and Sixty Thousand Dollars (\$160,000), and are contingently based on the needs of the City; and

WHEREAS, a Purchase Order is also requested at this time for Vital Records Control in the amount of One Hundred and Sixty Thousand Dollars (\$160,000) from the following accounts:

<u>Account Code</u>	<u>Account Name</u>	<u>Amount</u>
1001-650-000-4266	General Fund Controller's Department Contract Services	\$50,000
1001-710-000-4266	General Fund Public Works Engineering Contract Services	\$100,000
1001-690-000-4266	General Fund Fire Department Contract Services	\$10,000

WHEREAS, staff recommends the City Council to adopt the attached Resolution to rescind Resolution #26,058 and authorize the City Manager to enter into a professional agreement with Vital Records Control, and also authorize the City Manager to open a Purchase Order in the amount of One Hundred and Sixty Thousand Dollars (\$160,000) for Vital Records Control. for scanning services to be provided; and

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

SECTION 1. That Resolution #26,058 is to be rescinded, and the City Manager is hereby authorized to enter into a professional services agreement with Vital Records Control for scanning services in the amount of One Hundred Sixty Thousand Dollars (\$160,000).

SECTION 2. That a Purchase Order is to be issued for the amount of One Hundred and Sixty Thousand Dollars (\$160,000) for Vital Records Control for scanning services to be provided from the following accounts:

<u>Account Code</u>	<u>Account Name</u>	<u>Amount</u>
1001-650-000-4266	General Fund Controller's Department Contract Services	\$50,000
1001-710-000-4266	General Fund Public Works Engineering Contract Services	\$100,000
1001-690-000-4266	General Fund Fire Department Contract Services	\$10,000

SECTION 3. That a duly copy of the Resolution shall be filed with the offices of the City Manager, City Clerk, City Attorney, and 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 _____, 2024.

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 _____, 2024.

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



August 1, 2024

URM Technologies, Inc.

Re: ***New Records/Information Management Account Relationship***

Dear Valued Client:

Please be advised that a new service provider, Vital Records Control (VRC), has assumed responsibility for your records management agreement(s) after a merger with URM Technologies, Inc (URM) as of August 1, 2024. Accordingly, your agreement has been assigned to VRC effective as of that date.

VRC is a leading information storage and management company that has been serving clients just like you throughout the nation for over thirty years. This merger made sense for both parties based on numerous considerations; our mutual ongoing commitment to the quality of service was a key consideration and a key component of the transaction. As a part of the merger, VRC will retain most of URM's existing staff to continue to provide the high quality of service that you have grown accustomed to. In addition, VRC will be providing many enhancements to our operations including the introduction of radio frequency inventory tracking, on-line inventory access, security upgrades and more.

Your records and/or other information assets will remain locally stored and serviced, and VRC will transition your inventory data into the VRC systems at no cost to you, making for a smooth and non-disruptive transition. The enhanced on-line tools at VRC, VitalWeb®, will be of great benefit to your team.

You can learn more about VRC by visiting their website at www.vitalrecordscontrol.com. Should you have questions and wish to speak to someone directly about either the new VRC relationship or other related issues outside of your regular service needs, please feel free to contact Robert Godinez, Vice President with VRC, rgodinez@vrcnetwork.com or (323)726-7813.

Thank you for your many years of loyalty as a URM client. VRC shares the same commitment to the world-class service you have come to expect and will now be able to service you in more markets than ever before. As always, thank you for your business and we look forward to growing with you.

URM Technologies, Inc

A handwritten signature in black ink, appearing to read "W. Quiros", written over a horizontal line.

William Quiros

CEO

Vital Records Control

A handwritten signature in black ink, appearing to read "Danny Palo", written over a horizontal line.

Danny Palo

CEO

Attachment B

SUMMARY OF SERVICES

Services:

Summary of Professional Fees and Expenses for The Scanning Services

Job Set-Up, per document type	\$205.00
Basic Preparation, per image	Included
B/W Scanning up to 11 x 17 sized image - per image	\$0.078
Color/Grayscale Scanning up to 11 x 17 sized image - per image	\$0.080
B/W Scanning Large Format image - per image	\$0.84
Color/Grayscale Scanning Large Format image - per image	\$0.86
B/W Scanning Old/Damaged Large Format drawings - per image	\$0.91
Color/Grayscale Scanning Old/Damaged Large Format drawings - per image	\$0.95
Document Indexing, per field	\$0.18
QA / Verification of indexing against original document, per document	\$0.18
Optical Character Recognition (OCR), per image	Included
Basic Reassembly/Re-preparation, per image	Included
Secure Image Upload into External Drive, per upload	\$35.00
Pick-Up & Transportation, per trip	\$65.00
Destruction - per standard size carton	\$2.00
Destruction - per legal or odd-size carton	\$4.00
Destruction for drawings/blueprints - per roll	\$4.00
Emergency 24-hour Document request (Scan on Demand)	\$42.00
IT Professional Services, per hour	\$192.50
Labor per Hour for Packing Files at City's office, per employee	\$65.00
Supply New Standard Size Carton, per carton	\$4.00

Attachment C

Scanning Services Comparison

Firm name	Set-up	Packaging and Boxing	Per page cost breakdown (Scanning)	Additional Services	Optional Services	Other Fees	Travel	Total Fee
			(including QC, Indexing, and OCR)		(Not included)			
Metasource	Will meet with each City department to capture detailed specifications and review each document collection to be processed. (Complimentary Service)	Pull and box documents to be transported for processing. Prepare a manifest for each pickup. Barcode label attachment to the outside of each box. Barcodes will contain the box's contents. Manifest will be updated as each ID label is applied and the related box is loaded into the transport vehicle. Preparation- Removal of paper clips, staples...etc., unroll and flatten any papers, repair documents. \$41.92 per hour	<u>Regular Page</u> Prep/Scan- \$.1950 per page Color Prep/Scan- \$.1962 per page <u>Oversized Page</u> Prep/Scan- \$.7838 per page Color Prep/Scan- \$1.0273 per page	Batches of images (PDF format, text radable via OCR) and data will be delivered via DVD, sFTP, hard drive, or other method requested by the City. All output will be compatible with the City's ECM platform and will not require additional processing/formatting. Staff training	Offshore Indexing- All work to be performed with domestic labor in the state of California unless optional offshore rates are selected. Re- prep- placing documents back in folders and clasps, binders, but no re-stapling. Standard processing includes placing paper into boxes in the order scanned only. Heavy Prep (As needed)- billed hourly as an average, only when a box requires more than 2 hours of prepping due to condition on the paper, damage, or need for additional handling or review. \$.0344 per field \$.0414 per page \$32.00 per hour	None	Monthly Pickup \$98.36 per trip	\$60,233.10
URM Technologies (Now known as Vital Records Control)	Job Set-up Form- URM will prepare this document with the City. It will provide the Productions team instructions for how to prepare, index and ultimately deliver the scanned images of the City. \$205 per document type	Will provide bar code labels to be placed on boxes/containers of drawings/documents prior to pick up. Will provide boxes and personnel to pack the City's files for transport, if requested. The City will be responsible for identifying and segregating the files. \$65.00 per hr/per employee	<u>Regular Page</u> BW Prep/Scan up to 11X17- \$.438 per page Color Prep/Scan up to 11X17- \$.44 per page <u>Oversized Page</u> BW Prep/Scan Large Format- \$ 1.20 per page Color Prep/Scan Large Format- \$1.22 per page	Re- prep- URM will re- prep the documents and place them back in the container they came in. No re-binding or re-stapling. Staff training	Emergency 24- hour document request (Scan or Demand) IT Professional Services \$42.00 \$192.50 per hour	Secure image upload \$35.00 per upload New Standard Size Carton \$4.00 per	Pick-Up and Transportation \$65.00 per trip	\$96,344.00
The Scanning Company	Will discuss the needs required for each department	Will provide boxes and personnel to pack the City's files for transport, if requested. The City will be responsible for identifying and segregating the files. See optional services for On-site inventory list, if desired. Boxing/Packing Fee- \$9.00 per box, (cataloging will be an additional \$1.00 per file)	<u>Regular Page</u> BW and Color Prep/Scan- \$. .04per page <u>Oversized Page</u> BW and Color Prep/Scan Large Format- \$.61 per page	Re- prep- Will re- prep the documents and place them back in the container they came in. No re-binding, re-stapling, no re-storing in cabinets Staff training	Rush Pull- Up to 2 files free per week Additional Services such as specialized indexing On-site inventory list \$25.00 per file thereafter Staff- \$27.50 per hr \$1.00 per file	None	Pick-Up and Transportation \$150.00 per trip	\$38,650.00
Legal Vision Group	Will discuss the needs required for each department	LVG will receive, handle, sort and pack materials as outlined. Meta Data fees will capture box level and folder level instructions. Boxes will be provided, if requested. Cost for staffing for packaging/boxing will be applied to support staff services (See Optional Services) \$25.00 per hour/per employee	<u>Regular Page</u> BW and Color Prep/Scan up to 11X17- \$.27per page <u>Oversized Page</u> BW and Color Prep/Scan Large Format- \$.91 per page *Meta Data included in fees for 5 fields *All fees are subject to negotiation	Re- prep- Will re- prep the documents and place them back in the container they came in. No re-binding, re-stapling, no re-storing in cabinets Staff training	Rush Pick-Up Technical Services (if needed) Support Staff (if needed) \$35.00 per trip \$35.00 per hour \$25.00 per hour/per employee *All fees are subject to negotiation	DVD-R with customer label \$7.00 per *All fees are subject to negotiation	Pick-up and Return \$40.00 per trip *All fees are subject to negotiation	\$64,407.00

Sample:					
(Standard Services)	Sample Quantity	MetaSource	URM	The Scanning Company	Legal Vision
Packaging Per Hour Fee	100	\$4,192.00	\$13,000.00	\$0.00	\$5,000.00
Regular Pages (Color)	25,000	4,905.00	11,000.00	1,000.00	6,750.00
Oversized Pages (Color)	25,000	25,682.50	30,500.00	15,250.00	22,750.00
Regular Pages (B/W)	25,000	4,875.00	10,950.00	1,000.00	6,750.00
Oversized Pages (B/W)	25,000	19,595.00	30,000.00	15,250.00	22,750.00
Trips	10	983.60	650.00	3,000.00	400.00
Set up Fee	1	0	205.00	-	0.00
Other Fees		0	39.00	-	7.00
Packing Per Boxing Fee (7 Dept, 50 boxes per dept)	350	0	0	3,150.00	0.00
Total		\$60,233.10	\$96,344.00	\$38,650.00	\$64,407.00
			Note- Est. 2 employees for packing, 1 upload, 1 carton		Note - Est. 2 employees for packing, Est. 1 DVD

Attachment D

Rating Sheet For: Scanning Services

Number of Raters: 4

Proposal Criteria		Sharon				Calicia				Enrique				Curtis				Average Score				
Approach to Service Quality		The Scanning Company	Metasource	Legal Vision	URM	The Scanning Company	Metasource	Legal Vision	URM	The Scanning Company	Metasource	Legal Vision	URM	The Scanning Company	Metasource	Legal Vision	URM	The Scanning Company	Metasource	Legal Vision	URM	
1	The proposal/presentation outlines an approach that is tailored based on the City of Compton's activities and special needs.	0-5	5	5	2	5	5	3	2	4	4	3	3	4	5	4	3	4	4.75	3.75	2.5	4.25
2	The proposal/presentation outlines the firm's processes for ensuring an efficient and effective process.	0-5	5	5	5	5	5	3	3	5	4	3	2	5	5	3	3	4	4.75	3.5	3.25	4.75
3	The proposal showcases the firm's commitment to providing quality services by voluntarily adhering to higher standards of quality.	0-5	5	5	5	5	5	3	2	5	4	4	3	4	5	3	3	4	4.75	3.75	3.25	4.5
4	The proposal/presentation outlines the firm's processes for ensuring on-going access to qualified staff.	0-5	5	5	5	5	5	3	3	5	4	4	3	3	5	4	3	4	4.75	4	3.5	4.25
5	Is the software compatible, accesible, and easy to use?	0-5	5	5	5	5	5	3	3	5	4	4	3	4	5	4	3	4	4.75	4	3.5	4.5
Total Approach to Service Quality			25	25	22	25	25	15	13	24	20	18	14	20	25	18	15	20	23.75	19	16	22.25

Team Knowledge and Experience			The Scanning Company	Metasource	Legal Vision	URM	The Scanning Company	Metasource	Legal Vision	URM	The Scanning Company	Metasource	Legal Vision	URM	The Scanning Company	Metasource	Legal Vision	URM	The Scanning Company	Metasource	Legal Vision	URM
6	The proposal/presentation highlights the firms' commitment to professional training and staff continuity.	0-5	3	4	3	4	5	4	2	5	5	4	4	4	5	4	4	4	4.5	4	3.25	4.25
7	The proposal/presentation outlines qualifications, industry experience, and strengths for all partners.	0-5	5	5	5	5	5	3	3	5	5	4	3	5	5	4	3	4	5	4	3.5	4.75
8	The proposal/presentation specifies the strengths of assigned team members as well as their years of prior experience in the area of providing scanning services.	0-5	5	5	5	5	5	4	3	5	5	3	3	4	5	4	3	5	5	4	3.5	4.75
9	The proposal/presentation identifies how the firm will use current best practices in digitizing documents.	0-5	5	5	4	5	5	3	3	5	4	4	3	4	4	4	3	4	4.5	4	3.25	4.5
10	The proposal/presentation provides the firm's background, client base, licensing information and years in business.	0-5	4	5	4	5	5	4	4	5	5	4	3	5	5	4	3	5	4.75	4.25	3.5	5
Total Knowledge and Experience			22	24	21	24	25	18	15	25	24	19	16	22	24	20	16	22	23.75	20.25	17	23.25

Value Added Services			The Scanning Company	Metasource	Legal Vision	URM	The Scanning Company	Metasource	Legal Vision	URM	The Scanning Company	Metasource	Legal Vision	URM	The Scanning Company	Metasource	Legal Vision	URM	The Scanning Company	Metasource	Legal Vision	URM
11	It is evident that the firm understands our business and our challenges. The firm is committed to providing services, beyond the engagement	0-5	4	5	3	5	5	4	2	5	5	4	4	5	5	5	3	5	4.75	4.5	3	5
12	Will the firm provide regular communication with staff	0-5	5	5	5	5	5	5	4	5	4	4	4	4	5	4	4	5	4.75	4.5	4.25	4.75
13	Does the firm provide recommendations for more efficiency and effectiveness for digitizing documents	0-5	5	5	5	5	5	4	4	5	4	4	3	4	5	5	5	5	4.75	4.5	4.25	4.75
14	Does the firm offer sufficient staff training services	0-5	5	5	5	5	5	3	2	5	3	3	3	3	4	4	4	4	4.25	3.75	3.5	4.25
15	Does the firm have adequate off-site spacing and equipment to provide the service?	0-5	5	5	5	5	5	4	3	4	4	4	3	4	5	4	3	5	4.75	4.25	3.5	4.5
Total Value Added Services			24	25	23	25	25	20	15	24	20	19	17	20	24	22	19	24	23.25	21.5	18.5	23.25

Scope and Pricing of the Engagement			The Scanning Company	Metasource	Legal Vision	URM	The Scanning Company	Metasource	Legal Vision	URM	The Scanning Company	Metasource	Legal Vision	URM	The Scanning Company	Metasource	Legal Vision	URM	The Scanning Company	Metasource	Legal Vision	URM
16	The proposal/presentation clearly provides a framework for the scope, timing, steps and resources to complete the engagement.	0-5	5	5	5	5	5	4	3	5	4	4	4	4	5	4	3	5	4.75	4.25	3.75	4.75
17	The proposal specifies the price for the engagement and how it will be billed.	0-5	5	5	5	5	5	4	3	4	4	4	3	3	5	5	3	5	4.75	4.5	3.5	4.25
18	The proposal addresses all items requested by us whether verbally or in the RFP	0-5	5	5	4	5	5	4	3	5	4	4	3	4	5	4	4	4	4.75	4.25	3.5	4.5
19	The proposed fee is reasonable based on the experience, unique value and knowledge the firm brings to the engagement.	0-5	5	4	3	2	5	4	4	5	4	3	3	3	4	4	3	4	4.5	3.75	3.25	3.5
20	Provision of 3 minimum references	0-5	5	5	5	5	5	4	3	5	4	4	3	4	5	5	3	5	4.75	4.5	3.5	4.75
Total Scope and Pricing of the Engagement			25	24	22	22	25	20	16	24	20	19	16	18	24	22	16	23	23.5	21.25	17.5	21.75

Total Interview		100	96	98	88	96	100	73	59	97	84	75	63	80	97	82	66	89	94.25	82	69	90.5
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Score criteria should be based on a 1-5 scale. (5-Excellent, 4-Good, 3-Average, 2-Below Average, and 1-Unsatisfactory)

RESOLUTION NO. 26,058

1 A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
2 COMPTON AUTHORIZING THE CITY MANAGER TO ENTER INTO A MULTI-
3 YEAR PROFESSIONAL SERVICES AGREEMENT WITH THE SCANNING
4 COMPANY (TSC) IN THE AMOUNT OF TWO HUNDRED AND TWENTY-FIVE
5 THOUSAND DOLLARS (\$225,000) FOR SCANNING SERVICES, TO AMEND
6 THE FY2023-2024 CITY BUDGET (\$50,000), AND TO ISSUE A PURCHASE
7 ORDER IN THE AMOUNT OF TWO HUNDRED TWENTY-FIVE THOUSAND
8 DOLLARS (\$225,000) FOR SCANNING SERVICES TO BE PROVIDED.

9
10 **WHEREAS**, historically, the City has contracted out scanning services for City
11 Departments. However, as those services ceased, old and new documents require
12 digitization; and

13 **WHEREAS**, currently, hardcopy documents are scanned manually by City staff
14 using desktop or specialized scanners; and

15 **WHEREAS**, multiple departments/divisions of the City have existing and ongoing
16 digitizing needs. Departments such as the City Controller's Office, Water Department,
17 Fire Department, Building and Safety, City Clerk's Office, and Public Works Engineering
18 have current and historical hard copies of the City's operations back dated for many years;
19 and

20 **WHEREAS**, in December 2023, City staff released an RFP for Scanning Services,
21 in which the City received four responses. The respondents were Metasource, URM, The
22 Scanning Company, and Legal Vision; and

23 **WHEREAS**, City staff reviewed the proposals and conducted an apples-to-apples
24 comparison on their variable prices for estimated services. The apples-to-apples
25 comparison weighed the value of the provided service to the mentioned variable cost
26 listed in the proposals; and

27 **WHEREAS**, staff from the Controller's Department, and other City Departments
28 for which their services would be received, also interviewed the firms to establish the best
29 candidate to meet the City's needs at the best cost. During the interviews, the candidates
30 were asked a series of questions and were allowed to present a short demonstration of
31 their capabilities, in which staff rated their overall interview afterwards; and

32 **WHEREAS**, after conducting the apples-to-apples cost comparison and candidate
interviews, staff has determined that The Scanning Company is the lowest responsible
bidder for providing scanning services to the City; and

WHEREAS, Digitizing the City's existing documents will ease the City's need for
additional storage space and provide stakeholders and customers with greater access to
City records, thus increasing transparency; and

WHEREAS, The Scanning Company provides a service that meets the needs of
the City at the most effective cost. Services to be provided will include boxing/packing
with optional cataloguing, regular and oversized document scanning with preferred
scaling and optional black/white or color scanning, indexing, transportation of documents
to the scanning facility and brought back to the City, scanning preparation (removal of
staples, paper clips...etc.), and re-preparation (documents are organized and put back in
the boxes). Their digitizing software is compatible with the City and is capable of storing
the scans at various preferred locations (i.e. flash drive, cd, cloud); and

WHEREAS, the estimated costs for scanning services from The Scanning Company for multiple departments is Two-Hundred and Twenty-Five Thousand Dollars (\$225,000). The total cost is contingent on the need and type of service the City demands; and

WHEREAS, a budget amendment is requested and is as follows:

Decrease in Expenditure appropriations:

1001-770-000-4262	General Fund	\$50,000
	Building and Safety	
	Other Professional Services	

Increase in Expenditure appropriations:

1001-770-000-4266	General Fund	\$50,000
	Building and Safety	
	Contract Services	

WHEREAS, a Purchase Order is also requested at this time for The Scanning Company in the amount of Two-Hundred and Twenty-Five Thousand Dollars (\$225,000) from the following account:

<u>Account Code</u>	<u>Account Name</u>	<u>Amount</u>
1001-650-000-4266	General Fund	\$50,000
	Controller's Department	
	Contract Services	
1001-710-000-4266	General Fund	\$100,000
	Public Works Engineering	
	Contract Services	
1001-770-000-4266	General Fund	\$50,000
	Building and Safety	
	Contract Services	
1001-690-000-4266	General Fund	\$25,000
	Fire Department	
	Contract Services	

WHEREAS, staff recommends the City Council to adopt the attached Resolution to authorize the City Manager to enter into a professional agreement with The Scanning Company, and also authorize the City Manager to open a Purchase Order in the amount of Two-Hundred and Twenty-Five Thousand Dollars (\$225,000) for The Scanning Company for scanning services to be provided; and

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 The Scanning Company for scanning services (\$225,000).

SECTION 2. That the City's Fiscal Year 2023-2024 Budget is authorized to be amended as follows:

Decrease in Expenditure appropriations:

<u>Account Code</u>	<u>Account Name</u>	<u>Amount</u>
1001-770-000-4262	General Fund	\$50,000
	Building and Safety	
	Other Professional Services	

Increase in Expenditure appropriations:

<u>Account Code</u>	<u>Account Name</u>	<u>Amount</u>
1001-770-000-4266	General Fund	\$50,000
	Building and Safety	
	Contract Services	

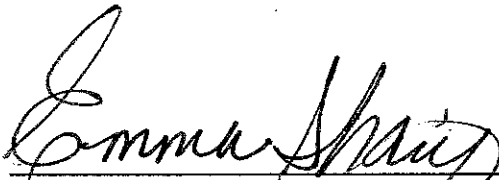
SECTION 3. That a Purchase Order is to be issued for the amount of Two-Hundred and Twenty-Five Thousand Dollars (\$225,000) for The Scanning Company for scanning services to be provided.

<u>Account Code</u>	<u>Account Name</u>	<u>Amount</u>
1001-650-000-4266	General Fund	\$50,000
	Controller's Department	
	Contract Services	
1001-710-000-4266	General Fund	\$100,000
	Public Works Engineering	
	Contract Services	
1001-770-000-4266	General Fund	\$50,000
	Building and Safety	
	Contract Services	
1001-690-000-4266	General Fund	\$25,000
	Fire Department	
	Contract Services	

SECTION 4. That a duly copy of the Resolution shall be filed with the offices of the City Manager, City Clerk, City Attorney, and City Controller.

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

ADOPTED this 4th day of JUNE, 2024.


MAYOR OF THE CITY OF COMPTON

ATTEST:

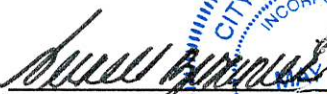

CLERK OF THE CITY OF COMPTON

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 4th day of JUNE, 2024.

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

AYES: COUNCILMEMBERS - DUHART, SPICER, BOWERS, DARDEN, SHARIF
NOES: COUNCILMEMBERS - NONE
ABSTAIN: COUNCILMEMBERS - NONE
ABSENT: COUNCILMEMBERS - NONE


CITY CLERK OF THE CITY OF COMPTON

October 1, 2024

TO: MAYOR AND CITY COUNCIL MEMBERS

FROM: CITY MANAGER

SUBJECT: A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON AMENDING THE PUBLIC WORKS ENGINEERING DEPARTMENT'S 2024-2025 FISCAL YEAR BUDGET AND AUTHORIZING THE CITY MANAGER TO ENTER INTO A FIRST AMENDMENT OF THE CONSTRUCTION SERVICES AGREEMENT WITH AND ESTABLISH A PURCHASE ORDER FOR BEADOR CONSTRUCTION COMPANY, INC. FOR THE ARTESIA BOULEVARD OVER ALAMEDA STREET AND ACTA/UPRR BRIDGE REPAIR PROJECT, CIP# 23-01 IN THE AMOUNT OF TWO MILLION TWO HUNDRED SEVENTY SEVEN THOUSAND THREE HUNDRED NINETY SEVEN DOLLARS AND EIGHTY FIVE CENTS (\$2,277,397.85)

SUMMARY

Adoption of this resolution will amend the Public Works Engineering Department's 2024-2025 Fiscal Year budget and authorize the City Manager to enter into a first amendment of the construction services agreement with and establish a purchase order in the amount of Two Million Seventy Thousand Three Hundred Sixty One Dollars and Sixty Eight Cents (\$2,070,361.68) for Beador Construction Company, Inc. and a Two Hundred Seven Thousand Thirty Six Dollars and Seventeen Cents (\$207,036.17) contingency amount for the Artesia Boulevard Over Alameda Street and ACTA/UPRR Bridge Repair Project, CIP# 23-01.

BACKGROUND

The City of Compton is replacing a section of the Artesia Boulevard Bridge (State Bridge No.53C1744, Los Angeles County Bridge No. 2446), located approximately 600 feet west of Santa Fe Avenue within City limits. Specifically, the Project is located over Alameda Street and the Union Pacific Railroad and Alameda Corridor's Right-of-Ways.

The primary focus of the Project was replacing the section of the bridge known as Span 10, initially presumed to be the sole area affected by the fire. This replacement was necessary due to the severe fire damage sustained to the bridge's steel girders and supporting connections. The replacement will be an in-kind concept, using a steel superstructure with rolled steel girders.

On September 26, 2023, pursuant to Resolution No. 25, 906, City Council authorized the City Manager to enter into a Construction Services Agreement with Beador Construction Company, Inc. (Beador) to provide the following services in accordance with their specified plans: survey of existing bridge, coordination and protection of utilities with utility companies and railroads, demolition of existing eastern span of existing bridge, including

possible lead and asbestos, surface repair of existing substructures, new bearings and steel girders, concrete bridge deck, median, sidewalk, and curb; salvage and reset existing steel rail, deck joints, and traffic control. City Council authorized a purchase order to be issued for the aforementioned construction services in the amount of Four Million Eight Hundred Nineteen Thousand Four Hundred and Thirty Dollars (\$4,819,430.00).

On January 2, 2024, construction commenced to replace damaged portions of the Artesia Boulevard Bridge. Initially, the project focused solely on addressing the damage to Span 10. However, as work progressed, it became evident that Span 9 had also sustained significant fire-related damages, prompting the expansion of the project scope to encompass both spans as well as other requested work related to the Artesia Bridge project.

STATEMENT OF ISSUE

Beador Company has submitted the below change orders requesting increase in funding due to unforeseen circumstances and additional requirements that were not anticipated in the initial scope of work. The additional funds are crucial to adequately address the new developments and ensure the project is completed in a timely manner.

The table below outlines the requested change orders along with their anticipated costs:

Change Order No.	Description	Estimated Cost
1	Security Guard and Miscellaneous Cleanup	\$ 98,101.76
1-S1	CCO1 Supplement 1 Security and Extra Work	\$ 53,667.20
2	Remove and Replace Sidewalk	\$ 7,000.00
2-S1	Remove and Replace Damaged Curb and Gutter	\$ 50,000.00
3-S1	Electrical Work at Artesia Boulevard	\$ 271,095.23
3-S2	Electrical Work at Artesia Boulevard	\$ 25,174.00
4	Removal at Span 9	\$ 405,314.74
5	Railroad Insurance	\$ 5,000.00
6	Remove and Repair Hand Rails	\$ 250,000.00
7	Fill Void Under Abutment 11	\$ 7,500.00
8	Remove and install Joint Seal	\$ 216,900.00
9	Revised Security Wall Plan	\$ 130,608.75
10	Asphalt Concrete at Artesia Boulevard	\$ 550,000.00
Total		\$2,070,361.68

In addition to the estimated costs, we propose adding a 10% contingency fee to cover any potential fluctuations in expenses. This contingency will provide a buffer to manage unexpected cost variations and ensure the project remains on track without financial interruptions.

Therefore, in order to amend the Public Works Engineering Department's 2024-2025 Fiscal Year's budget and authorize the City Manager to enter into a first amendment of the construction services agreement with and establish a purchase order for Beador Construction Company, Inc. in the amount of \$2,070,361.68 and a contingency amount of \$207,036.17 for the Artesia Boulevard Over Alameda Street and ACTA/UPRR Bridge Repair Project, CIP# 23-01, City Council's authorization is necessary.

FISCAL IMPACT

The Public Works Engineering Department's 2024-2025 Fiscal Year budget will be amended as follows. The expenditure appropriation increases are coming from appropriated revenue already reflected in the FY2024-2025 City Budget in Fund 2789 - Other State Grants fund, and expenditure appropriations are being requested to be increased as follows:

Increase Expenditures:

<u>Account No.</u>	<u>Description</u>	<u>Amount</u>
2789-710-041-4300	State Grants/ Capital Outlay	\$2,277,397.85

Funds in the amount of \$2,277,397.85 will be available in the Public Works Engineering Department's 2024-2025 Fiscal Year in Account No. 2789-710-041-4300.

ALTERNATIVE

There are no alternatives that are being recommended at this time. The progression and completion of the Project requires construction services to be performed by Beador.

RECOMMENDATION

Staff recommends that the City Council adopt the attached Resolution.

**JOHN D. STRICKLAND, JR.,
DIRECTOR OF PUBLIC WORKS**

APPROVED AS TO FORWARDING:

**WILLIE A. HOPKINS, JR.,
CITY MANAGER**

RESOLUTION NO. _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON AMENDING THE PUBLIC WORKS ENGINEERING DEPARTMENT'S 2024-2025 FISCAL YEAR BUDGET AND AUTHORIZING THE CITY MANAGER TO ENTER INTO A FIRST AMENDMENT OF THE CONSTRUCTION CONTRACT SERVICES AGREEMENT WITH AND ESTABLISH A PURCHASE ORDER FOR BEADOR CONSTRUCTION COMPANY, INC. FOR THE ARTESIA BOULEVARD OVER ALAMEDA STREET AND ACTA/UPRR BRIDGE REPAIR PROJECT, CIP# 23-01 IN THE AMOUNT OF TWO MILLION TWO HUNDRED SEVENTY SEVEN THOUSAND THREE HUNDRED NINETY SEVEN DOLLARS AND EIGHTY FIVE CENTS (\$2,277,397.85).

WHEREAS, adoption of this resolution will amend the Public Works Engineering Department's 2024-2025 Fiscal Year budget and authorize the City Manager to enter into a first amendment of the construction services agreement with and establish a purchase order in the amount of Two Million Seventy Seven Thousand Three Hundred Sixty One Dollars and Sixty Eight Cents (\$2,070,361.68) for Beador Construction Company, Inc. and a Two Hundred Seven Thousand Thirty Six Dollars and Seventeen Cents (\$207,036.17) contingency amount for the Artesia Boulevard Over Alameda Street and ACTA/UPRR Bridge Repair Project, CIP# 23-01; and

WHEREAS, the City of Compton is replacing a section of the Artesia Boulevard Bridge (State Bridge No.53C1744, Los Angeles County Bridge No. 2446), located approximately 600 feet west of Santa Fe Avenue within City limits; and

WHEREAS, specifically, the Project is located over Alameda Street and the Union Pacific Railroad and Alameda Corridor's Right-of-Ways; and

WHEREAS, the primary focus of the Project was replacing the section of the bridge known as Span 10, initially presumed to be the sole area affected by the fire; and

WHEREAS, this replacement was necessary due to the severe fire damage sustained to the bridge's steel girders and supporting connections and the replacement will be an in-kind concept, using a steel superstructure with rolled steel girders; and

WHEREAS, on September 26, 2023, pursuant to Resolution No. 25, 906, City Council authorized the City Manager to enter into a Construction Services Agreement with Beador Construction Company, Inc. (Beador) to provide the following services in accordance with their specified plans: survey of existing bridge, coordination and protection of utilities with utility companies and railroads, demolition of existing eastern span of existing bridge, including possible lead and asbestos, surface repair of existing substructures, new bearings and steel girders, concrete bridge deck, median, sidewalk, and curb; salvage and reset existing steel rail, deck joints, and traffic control; and

WHEREAS, City Council authorized a purchase order to be issued for the aforementioned construction services in the amount of Four Million Eight Hundred Nineteen Thousand Four Hundred and Thirty Dollars (\$4,819,430.00); and

WHEREAS, on January 2, 2024, construction commenced to replace damaged portions of the Artesia Boulevard Bridge.

WHEREAS, initially, the project focused solely on addressing the damage to Span 10 and however, as work progressed, it became evident that Span 9 had also sustained significant fire-related damages, prompting the expansion of the project scope to encompass both spans as well as other requested work related to the Artesia Bridge project; and

WHEREAS, Beador Company has submitted the below change orders requesting increase in funding due to unforeseen circumstances and additional requirements that were not anticipated in the initial scope of work; and

WHEREAS, the additional funds are crucial to adequately address the new developments and ensure the project is completed in a timely manner; and

WHEREAS, in addition to the estimated costs, we propose adding a 10% contingency fee to cover any potential fluctuations in expenses and this contingency will provide a buffer to manage unexpected cost variations and ensure the project remains on track without financial interruptions.

WHEREAS, the Public Works Engineering Department’s 2024-2025 Fiscal Year budget will be amended as follows to appropriate funds from revenues already appropriated in the FY2024-2025 City Budget for this purpose in Fund 2789 Other State Grants Fund:

Increase Expenditures:

<u>Account No.</u>	<u>Description</u>	<u>Amount</u>
2789-710-041-4300	State Grants/ Capital Outlay	\$2,277,397.85; and

WHEREAS, funds in the amount of \$2,277,397.85 will be available in the Public Works Engineering Department’s 2024-2025 Fiscal Year in Account No. 2789-710-041-4300; and

WHEREAS, in order to amend the Public Works Engineering Department's 2024-2025 Fiscal Year’s budget and authorize the City Manager to enter into a first amendment of the construction services agreement with and establish a purchase order for Beador Construction Company, Inc. in the amount of \$2,070,361.68 and a contingency amount of \$207,036.17 for the Artesia Boulevard Over Alameda Street and ACTA/UPRR Bridge Repair Project, CIP# 23-01, City Council’s authorization is necessary.

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

SECTION 1. That the City Manager, upon the advice of the City Attorney, is hereby authorized to enter into a first amendment to the contract with Beador Construction Company in the amount of Two Million Seventy Thousand Three Hundred Sixty One Dollars and Sixty Eight Cents (\$2,070,361.68) and authorize a Project Contingency in the amount of Two Hundred Seven Thousand Thirty Six Dollars and Seventeen Cents (\$207,036.17).

SECTION 2. That The Public Works Engineering Department’s 2024-2025 Fiscal Year budget will be amended as follows:

Increase Expenditures:

<u>Account No.</u>	<u>Description</u>	<u>Amount</u>
2789-710-041-4300	State Grants/ Capital Outlay	\$2,277,397.85

SECTION 3. That Funds in the amount of \$2,277,397.85 will be available in the Public Works Engineering Department’s 2024-2025 Fiscal Year in Account No. 2789-710-041-4300.

SECTION 4. That a purchase order in the amount of Two Hundred Seventy Thousand Three Hundred Sixty One Dollars and Sixty Eight Cents (\$2,070,361.68) for construction costs is authorized to be established for Beador Construction Company

SECTION 5. That a Project Contingency amount of Two Hundred Seven Thousand Thirty Six Dollars and Seventeen Cents (\$207,036.17) is hereby authorized.

SECTION 6. That a copy of this Resolution shall be filed in the offices of the City Manager, City Controller, City Clerk, City Attorney and Public Works Engineering Department.

SECTION 7. That the Mayor shall sign and the City Clerk shall attest to the adoption of this Resolution.

ADOPTED this _____ day of _____, 2024.

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, 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 by the City Clerk at a regular meeting thereof held on the _____ day of _____, 2024.

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

**AMENDMENT
TO
CONSTRUCTION SERVICES AGREEMENT
BETWEEN
CITY OF COMPTON
AND**

BEADOR CONSTRUCTION COMPANY, INC.

[Artesia Boulevard Over Alameda Street and ACTA/UPRR Bridge Repair Project- CIP# 23-01]

This **AMENDMENT** is entered into by and between the **CITY OF COMPTON**, a municipal corporation of the State of California (hereinafter referred to as “**CITY**”) and **HARDY & HARPER, INC.**, (hereinafter referred to as “**CONTRACTOR**”).

RECITALS

WHEREAS, City is a municipal corporation duly organized and validly existing under the law of the State of California with the power to carry on its business as it is now being conducted under the statutes of the State of California and the Charter of the City; and

WHEREAS, Contractor is a corporation duly organized and in good standing in the State of California. Contractor represents that it is duly licensed by the State of California (License No. 720483) and has the background, knowledge, experience and expertise to perform the obligations set forth in this Contract.

WHEREAS, City and Contractor enter into this Contract for the purpose of retaining Beador Construction Company, Inc. (Contractor) to perform that work required pursuant to the “Artesia Boulevard Over Alameda Street and ACTA/UPRR Bridge Repair Project – CIP# 23-01 (“Project”).

WHEREAS, Authorization to enter into this Contract is pursuant to Resolution No. 25,906, adopted by the City Council on September 26, 2023.

WHEREAS, there is a need to amend the contract to extend the contract time and increase the contract price in order to complete the Project, anticipated to be 218 calendar days and an additional amount of \$2,070,361.68; and

WHEREAS, by **Resolution No. _____**, adopted on the ____ day of **October, 2024**, the City Council authorized the City Manager to amend the contract with Beador Construction to extend the term of the contract and increase the contract price.

NOW, THEREFORE, the parties do hereby mutually agree to amend the Construction Services Agreement as follows:

AMENDMENTS

1. The parties agree to amend **Section 4.2.1 – Construction Services** of the Original Agreement to extend the amount of time for completion of the Work on the Artesia Boulevard Over Alameda Street and ACTA/UPRR Bridge Repair Project – CIP# 23-01, as more fully

Amendment to Construction Services Agreement – Beador Construction
Artesia Boulevard Over Alameda Street and ACTA/UPRR Bridge Repair Project – CIP# 23-01
Resolution No. _____

described within the original Agreement, by an additional **Sixty (218) calendar days, effective October 1, 2024**, unless the original Agreement and this amendment thereto is terminated as provided for within the original Agreement.

2. The parties agree to amend **Section 3.1 – Total Compensation** of the original Agreement to provide for additional compensation for the completion of the Work pursuant to the City-Wide Road Repair Services Project as more fully described within the original Agreement, in the amount of **Two Million Seventy Thousand Three Hundred Sixty One Dollars and Sixty Eight Cents (\$2,070,361.68)**.

3. The above-indicated amendments to the Construction Services Agreement between the parties is based on the cost proposal identified in the attached Exhibits “A” (Beador Construction Company, Inc. Proposal dated September 16, 2024), which is incorporated herein.

4. Except as provided for above, all other terms and conditions of the original Construction Services Agreement thereto between the City and the Contractor remain in effect.

IN WITNESS WHEREOF, the authorized representatives of the parties have executed this **AMENDMENT** to the above-identified **CONSTRUCTION SERVICES AGREEMENT**.

BEADOR CONSTRUCTION

By _____
David Beador, President

Dated: _____

Approved by:

Dated: _____

By _____
Wille A. Hopkins, Jr., City Manager

Approved as to form:

By _____
Eric J. Perrodin, City Attorney

Dated: _____

**Amendment to Construction Services Agreement – Beador Construction
Artesia Boulevard Over Alameda Street and ACTA/UPRR Bridge Repair Project – CIP# 23-01
Resolution No. _____**

ATTEST:

Dated: _____

By _____
Vernell McDaniels, City Clerk

October 1, 2024

TO: HONORABLE MAYOR AND COUNCIL MEMBERS
FROM: BRYAN SPRAGG, DIRECTOR OF RECREATION
**SUBJECT: A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON
AUTHORIZING THE CITY MANAGER TO OPEN A PURCHASE ORDER
WITH BRIGHTVIEW LANDSCAPE SERVICES TO PAY AN INVOICE
FOR THE REMOVAL AND REPLACEMENT OF TURF IN THE INFIELD
AT JACKIE ROBINSON STADIUM IN THE AMOUNT OF \$21,585.10**

SUMMARY

Adoption of the attached resolution will establish a Purchase Order to pay for the removal and replacement of the turf in the infield at Jackie Robinson Stadium during the fiscal year 2024-2025.

BACKGROUND

The City of Compton provides a sports-based youth development program to serve Compton’s youth. The program uses the power of sport to provide critical resources and services to the community. Jackie Robinson Stadium, located at Gonzales Park, is a vital resource for hosting such a program. In order to maintain this program/resource, the City of Compton must contract with a professional field maintenance provider to keep the sports field in a safe and playable condition.

STATEMENT OF THE ISSUE

City Council approval is needed to pay for the removal and replacement of the turf in the infield at Jackie Robinson Stadium during the 2024-2025 Fiscal Year. The BrightView maintenance service contract, which services the Jackie Robinson Stadium, has exceeded the City Manager’s spending authority of \$25,000 and City Council approval is needed. The Department of Recreation is requesting authorization to pay an invoice for turf repair in the amount of \$21,585.10.

A total of three (3) bids were received for this project. Below are the bids received:

Contractor	Bid Amount
Athletic Field Engineering	\$38,816.00
BrightView Landscape Services	\$21,585.10
Southern California Landscape Inc.	\$56,000.00

BrightView Landscape Services had the lowest bid, is a current service provider to the park, and was the selected contractor for this project.

SCOPE OF WORK

The scope of work includes the removal of the existing infield turf, grading, and installation of the new turf in the infield. Additional tasks include installation of new sod, and the inspection & adjustment of the irrigation system, should adjustments be required.

FISCAL IMPACT

The total cost for fiscal year 2024-2025 is \$21,585.10. The funds for these expenditures are available in the Recreation Department's 2024-2025 fiscal year budget and will be available in Account Number 1001-840-000-4262.

RECOMMENDATION

Staff recommends the City Council adopt the attached Resolution establishing and authorizing the City Manager to open a Purchase Order to pay for the removal and replacement of the turf in the infield at Jackie Robinson Stadium.

WILLIE A HOPKINS JR.
CITY MANAGER

RESOLUTION NO. _____

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COMPTON
AUTHORIZING THE CITY MANAGER TO OPEN A PURCHASE ORDER
WITH BRIGHTVIEW LANDSCAPE SERVICES TO PAY AN INVOICE
FOR THE REMOVAL AND REPLACEMENT OF TURF IN THE INFIELD
AT JACKIE ROBINSON STADIUM IN THE AMOUNT OF \$21,585.10**

WHEREAS, the City of Compton provides a sports-based youth development program to serve Compton’s youth. The program uses the power of sport to provide critical resources and services to the community; and

WHEREAS, Jackie Robinson Stadium, located at Gonzales Park, is a vital resource for hosting such a program. In order to maintain this program/resource, the City of Compton must contract with a professional field maintenance provider to keep the sports field in a safe and playable condition; and

WHEREAS, the BrightView maintenance service contract, which services the Jackie Robinson Stadium, has exceeded the City Manager’s spending authority of \$25,000 and City Council approval is needed; and

WHEREAS, The Department of Recreation is requesting authorization to pay an invoice for turf repair in the amount of \$21,585.10; and

WHEREAS, the funds for these expenditures are available in the Recreation Department’s 2024-2025 fiscal year budget and will be available in Account Number 1001-840-000-4262.

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

Section 1. That the City Manager, is hereby authorized, on the advice and approval of the City Attorney, to open a Purchase Order for \$21,585.10 to pay an invoice for a total amount of \$21,585.10.

Section 2. That funds are available in the 2024-2025 Adopted Fiscal Year Budget in Account Number 1001-840-000-4262.

Section 3. That a copy of this Resolution shall be filed in the offices of the City Clerk, City Attorney, City Manager, Public Works Street Maintenance, Recreation 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 _____, 2024

**_____
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 Clerk at a regular meeting thereof held on this _____day of _____, 2024.

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



RECORD OF THREE PRICE QUOTATIONS

Requisition or P.O. No.:

Price Quotations:

Vendor Name:	BrightView	Date Contacted:	9/3/2024
Address:		Telephone:	
Individual Contacted:	Emailed Quote	Price Quoted:	\$21,585.10
Price Good To:	10/3/2024		
Remarks:			

Vendor Name:	Southern California Landscape Inc	Date Contacted:	9/4/2024
Adress:		Telephone:	
Individual Contacted:	Email	Price Quoted:	\$56,000.00
Price Good To:			
Remarks:			

Vendor Name:	AFE Sports	Date Contacted:	9/4/2024
Individual Contacted:	Email	Telephone:	
Price Good To:		Price Quoted:	\$38,816.00
Remarks:			

Explanation:

Prepared by Name/Title:
Gloria Kelley / Administrative Specialist
9/17/2024

Date

Approved by Name/Title
Bryan Spragg / Director

Date

Proposal for Extra Work at City of Compton

Property Name	City of Compton	Contact	Manuel Earles
Property Address	205 S Willowbrook Ave Compton, CA 90220	To	City of Compton
		Billing Address	205 S Willowbrook Ave Compton, CA 90220
Project Name	Jackie Robinson Stadium		
Project Description	Remove and replace turf in the infield or Jackie Robinson Stadium		

Scope of Work

Remove existing infield turf grade, prep and install new turf in infield.

Install new sod, check irrigation and make necessary adjustments.

QTY	UoM/Size	Material/Description
14,600.00	SQUARE FEET	Tif Tuff Turf Installed
120.00	HOUR	Enhancement Crew

For internal use only

SO# 8497118
JOB# 328100325
Service Line 130

Total Price \$21,585.10

THIS IS NOT AN INVOICE

This proposal is valid for thirty (30) days unless otherwise approved by Contractor's Senior Vice President
17813 S Main St #105, Gardena, CA 90248 ph. (310) 327-8700 fax (310) 327-8767

TERMS & CONDITIONS

1. The Contractor shall recognize and perform in accordance with written terms, written specifications and drawings only contained or referred to herein. All materials shall conform to bid specifications.
2. Work Force: Contractor shall designate a qualified representative with experience in landscape maintenance/construction upgrades or when applicable in tree management. The workforce shall be competent and qualified, and shall be legally authorized to work in the U.S.
3. License and Permits: Contractor shall maintain a Landscape Contractor's license, if required by State or local law, and will comply with all other license requirements of the City, State and Federal Governments, as well as all other requirements of law. Unless otherwise agreed upon by the parties or prohibited by law, Customer shall be required to obtain all necessary and required permits to allow the commencement of the Services on the property.
4. Taxes: Contractor agrees to pay all applicable taxes, including sales or General Excise Tax (GET), where applicable.
5. Insurance: Contractor agrees to provide General Liability Insurance, Automotive Liability Insurance, Worker's Compensation Insurance, and any other insurance required by law or Customer, as specified in writing prior to commencement of work. If not specified, Contractor will furnish insurance with \$1,000,000 limit of liability.
6. Liability: Contractor shall not be liable for any damage that occurs from Acts of God defined as extreme weather conditions, fire, earthquake, etc. and rules, regulations or restrictions imposed by any government or governmental agency, national or regional emergency, epidemic, pandemic, health related outbreak or other medical events not caused by one or other delays or failure of performance beyond the commercially reasonable control of either party. Under these circumstances, Contractor shall have the right to renegotiate the terms and prices of this Contract within sixty (60) days.
7. Any illegal trespass, claims and/or damages resulting from work requested that is not on property owned by Customer or not under Customer management and control shall be the sole responsibility of the Customer.
8. Subcontractors: Contractor reserves the right to hire qualified subcontractors to perform specialized functions or work requiring specialized equipment.
9. Additional Services: Any additional work not shown in the above specifications involving extra costs will be executed only upon signed written orders, and will become an extra charge over and above the estimate.
10. Access to Jobsite: Customer shall provide all utilities to perform the work. Customer shall furnish access to all parts of jobsite where Contractor is to perform work as required by the Contract or other functions related thereto, during normal business hours and other reasonable periods of time. Contractor will perform the work as reasonably practical after the Customer makes the site available for performance of the work.
11. Payment Terms: Upon signing this Agreement, Customer shall pay Contractor 50% of the Proposed Price and the remaining balance shall be paid by Customer to Contractor upon completion of the project unless otherwise, agreed to in writing.
12. Termination: This Work Order may be terminated by the either party with or without cause, upon seven (7) workdays advance written notice. Customer will be required to pay for all materials purchased and work complete to the date of termination and reasonable charges incurred in demobilizing.
13. Assignment: The Customer and the Contractor respectively, bind themselves, their partners, successors, assignees and legal representative to the other party with respect to all covenants of this Agreement. Neither the Customer nor the Contractor shall assign or transfer any interest in this Agreement without the written consent of the other provided, however, that consent shall not be required to assign this Agreement to any company which controls, is controlled by, or is under common control with Contractor or in connection with assignment to an affiliate or pursuant to a merger, sale of all or substantially all of its assets or equity securities, consolidation, change of control or corporate reorganization.
14. Disclaimer: This proposal was estimated and priced based upon a site visit and visual inspection from ground level using ordinary means, at or about the time this proposal was prepared. The price quoted in this proposal for the work described, is the result of that ground level visual inspection and therefore our company will not be liable for any additional costs or damages for additional work not described herein, or liable for any incidents/accidents resulting from conditions, that were not ascertainable by said ground level visual inspection by ordinary means at the time said inspection was performed. Contractor cannot be held responsible for unknown or otherwise hidden defects. Any corrective work proposed herein cannot guarantee exact results. Professional engineering, architectural, and/or landscape design services ("Design Services") are not included in this Agreement and shall not be provided by the Contractor. Any design defects in the Contract Documents are the sole responsibility of the Customer. If the Customer must engage a licensed engineer, architect and/or landscape design professional, any costs concerning these Design Services are to be paid by the Customer directly to the designer involved.

15. Cancellation: Notice of Cancellation of work must be received in writing before the crew is dispatched to their location or Customer will be liable for a minimum travel charge of \$150.00 and billed to Customer.

The following sections shall apply where Contractor provides Customer with tree care services:

16. Tree & Stump Removal: Trees removed will be cut as close to the ground as possible based on conditions to or next to the bottom of the tree trunk. Additional charges will be levied for unseen hazards such as, but not limited to: concrete brick filled trunks, metal rods, etc. If requested mechanical grinding of visible tree stump will be done to a defined width and depth below ground level at an additional charge to the Customer. Defined backfill and landscape material may be specified. Customer shall be responsible for contacting the appropriate underground utility locator company to locate and mark underground utility lines prior to start of work. Contractor is not responsible damage done to underground utilities such as but not limited to, cables, wires, pipes, and irrigation parts. Contractor will repair damaged irrigation lines at the Customer's expense.
17. Waiver of Liability: Requests for crown thinning in excess of twenty-five percent (25%) or work not in accordance with ISA (International Society of Arboricultural) standards will require a signed waiver of liability.

Acceptance of this Contract

By executing this document, Customer agrees to the formation of a binding contract and to the terms and conditions set forth herein. Customer represents that Contractor is authorized to perform the work stated on the face of this Contract. If payment has not been received by Contractor per payment terms hereunder, Contractor shall be entitled to all costs of collection, including reasonable attorneys' fees and it shall be relieved of any obligation to continue performance under this or any other Contract with Customer. Interest at a per annum rate of 1.5% per month (18% per year), or the highest rate permitted by law, may be charged on unpaid balance 15 days after billing.

NOTICE: FAILURE TO MAKE PAYMENT WHEN DUE FOR COMPLETED WORK ON CONSTRUCTION JOBS, MAY RESULT IN A MECHANIC'S LIEN ON THE TITLE TO YOUR PROPERTY

Customer

		Park Maintenance Supervisor
Signature	Title	
Manuel Earles		September 03, 2024
Printed Name	Date	

BrightView Landscape Services, Inc. "Contractor"

		Account Manager
Signature	Title	
Victor Juarez		September 03, 2024
Printed Name	Date	

Job #: 328100325

SO #: 8497118 Proposed Price: \$21,585.10



2683 Lime Ave.
Signal Hill, CA 90755
p. 562.997.4129 / f. 562.997.4109
License: 747934 (A, B, C-61, D-12, HAZ)
DIR: 1000004130

Jackie Robinson Stadium
Remove and Replace Inter-field Natural grass



9/15/2024

	Qty	Unit	Per Unit	Total
1.0 Project Management				
1.1 Administration, overhead, meetings, quality control, mobilization, material handling & storage, clean-up	1		ls	
1.2 Contractor Project Management and Site Supervision	1		ls	
				\$ 1,760
2.0 Demolition and Rough Grading Asphalt Paving				
2.1 Demolition/Excavation/Disposal of existing grass	7,400	sf	\$1.04	\$ 7,730
2.2 Fine Grade existing	7,400	sf	0.25	\$ 1,850
				\$ 9,580
3.0 Natural grass Installed (client to specify y turf)				
3.0 Install sod and adjust irrigation as nessesary	7,400	sf	\$3.71	\$ 27,476
				\$ 27,476
			Grand Total	\$ 38,816

Inclusions
Prevailing wages
Payment and performance bonds

The terms and conditions and specific bid inclusions and exclusions to be provide upon final drawings.

Agreed to

Date

Signature

Name and Title

of

Company Name

[MUST BE AN AUTHORIZED OFFICER OR PERSON WITH CONTRACT SIGNING AUTHORITY]



September 4, 2024

Jackie Robinson Stadium

The following proposal is per email scope at the above referenced project. This bid is based on prevailing wage rates and our bond rate is 1.5% if a bond is needed, we will need to add for this.

Inclusions: remove and replace 14,600sqft turf, repair grade for new sod, soil prep, sod, check irrigation and adjust for full coverage.

Total Base Bid:	\$56,000.00
------------------------	--------------------

Exclusions: maintenance, irrigation other than adjusting heads for coverage.

If you have any questions regarding this proposal, please contact our office at your earliest convenience.

Thanks,

Noah Roarick

**ATHLETIC FIELD MAINTENANCE SERVICES AGREEMENT BETWEEN
BRIGHTVIEW LANDSCAPE SERVICES, INC AND CITY OF COMPTON**

This **AGREEMENT** is made 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 **BRIGHTVIEW LANDSCAPE SERVICES, INC.** (herein after referred to as "**Contractor**"), located at 17813 South Main Street, Suite 105, Gardena, CA 90248.

RECITALS:

WHEREAS, with over 93,000 residents, the City has six (6) major parks with established community centers, and eight (8) neighborhood parks; and

WHEREAS, the Dodger Dreamfields are located at one of the City's largest parks, Gonzales Park. The City of Compton has partnered with Dodgers Dreamteam (formerly Dodgers RBI) Association to provide a sport-based youth development program servicing over 11,000 youth; and

WHEREAS, this program uses the power of sport to provide critical resources and services to communities who are experiencing social injustices; and

WHEREAS, the previous field maintenance service contract expired and a new contract is required; and

WHEREAS, the City requires the services of a professional and experienced athletic field maintenance firm to assist the City with preparation of/and maintaining the Dodger Dreamfields; and

WHEREAS, by Resolution No. 25,974, adopted on the 6th day of February 2024, the City Council gave approval to award a contract to the Contractor to provide the services required by this Agreement; and

WHEREAS, Contractor warrants that it is specifically trained, experienced, competent, and has the resources to provide such services which will be required by the Agreement; and

WHEREAS, Contractor is willing to render such professional services subject to the terms and conditions set forth in the Agreement.

NOW, THEREFORE, Contractor and City, for the consideration, terms and conditions herein described, mutually agree as follows:

- Spray all traction areas with grading equipment
- Annual
 - Laser grade traction area
 - Add 50 tons of infield mix

FIELD 42

- Turf Maintenance:
 - Weekly:
 - Mow outfield and foul ground turf (1 time per week - Friday)
 - Edge and weed perimeter (1 time per week - Friday)
 - Water blast perimeter (1 time per week - Friday)
 - Paint foul line on turf (1 time per week - Friday)
 - Quarterly:
 - Fertilize all turf area (4 times per year)
 - Annually:
 - Aerate all turf to depth of 2 inches
 - Outfield turf overseed with annual rye grass seed
- Batter Box Maintenance
 - Weekly:
 - Repair all holes with batter's box clay (3 times per week – Monday, Wednesday, Friday)
- Infield Traction Area Maintenance:
 - Weekly:
 - Scarify infield traction area (1 time per week - Friday)
 - Backfill and level infield traction area (1 time per week - Friday)
 - Heavy water infield traction area (1 time per week - Friday)
 - Drag infield traction area (3 times per week – Monday, Wednesday, Friday)
 - Bi-weekly:
 - Spray all traction areas using Roundup
 - Semi-annual:
 - Float the infield traction area with grading equipment
 - Annual:
 - Laser grade traction area
 - Add 12.5 tons of infield mix

RACHEL ROBINSON FIELD

- Turf Maintenance:
 - Weekly:
 - Mow outfield and foul ground turf (1 time per week - Friday)
 - Edge and weed perimeter (1 time per week - Friday)
 - Water blast perimeter (1 time per week - Friday)

- Paint foul line on turf (1 time per week - Friday)
- Quarterly:
 - Fertilize all turf area (4 times per year)
- Annually:
 - Aerate all turf to depth of 2 inches
 - Outfield turf overseed with annual rye grass seed
- Batter's Box Maintenance
 - Repair all holes with batter's box clay (3 times per week – Monday, Wednesday, Friday)
- Infield Traction Area Maintenance:
 - Weekly:
 - Scarify infield traction area (1 time per week - Friday)
 - Backfill and level infield traction area (1 time per week - Friday)
 - Heavy water infield traction area (1 time per week - Friday)
 - Drag infield traction area (3 times per week – Monday, Wednesday, Friday)
 - Bi-weekly:
 - Spray all traction area using Roundup
 - Semi-annual:
 - Float the infield traction area with grading equipment
 - Annual:
 - Laser grade traction area
 - Add 12.5 tons of infield mix

KERSHAW TRAINING FIELD

- Turf Maintenance:
 - Weekly:
 - Mow outfield and foul ground turf (1 time per week - Friday)
 - Edge and weed perimeter (1 time per week - Friday)
 - Water blast perimeter (1 time per week - Friday)
 - Paint foul lines on turf (1 time per week - Friday)
 - Quarterly:
 - Fertilize all turf area (4 times per year)
 - Annually:
 - Aerate all turf to depth of 2 inches
 - Outfield turf overseed with annual rye grass seed
- Batter's Box Maintenance:
 - Repair all holes with batter's box clay (3 times per week – Monday, Wednesday, Friday)
- Infield Traction Area Maintenance:

- Weekly:
 - Scarify infield traction area (1 time per week - Friday)
 - Backfill and lever infield traction area (1 time per week - Friday)
 - Heavy water infield traction area (1 time per week - Friday)
 - Drag infield traction area (3 times per week – Monday, Wednesday, Friday)
- Bi-weekly:
 - Spray all traction area using Roundup
- Semi-annual:
 - Float the infield traction area with grading equipment
- Annual:
 - Laser grade traction area
 - Add 12.5 tons of infield mix

2. Duration of the Contract. Contractor 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 for the duration of the term of this agreement from March 18th, 2024 to June 30, 2026; unless this Agreement is terminated as provided herein.

Contractor will generally adhere to the schedule set forth within Contractor's Proposal provided that City will grant reasonable extensions of time for the performance of the services occasioned by unusually lengthy governmental reviews of Contractor'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 Contractor's officers or employees.

Contractor acknowledges the importance to City of Compton's project schedule and agrees to put forth its best professional efforts to perform the services in a manner consistent with the schedule. City understands, however, that Contractor's performance must be governed by sound practices. Contractor will work such overtime or engage such personnel and equipment as necessary to maintain the schedule, without additional compensation.

3. Compensation. Contractor agrees to provide all professional services at the following annual rate: \$98,904.00. The method of payment for these services will be billed on a monthly basis, as identified in Contractor's attached/incorporated **Proposal**. The total price paid the Contractor will include compensation for all work, including travel, materials, supplies, vendor services, expenses and subcontracted work. No additional compensation will be paid to the Contractor, 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 Contractor 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 Contractor. If Contractor 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.

Contractor shall be reimbursed within thirty (30) days, or as promptly as fiscal procedures may permit, upon receipt by the City of itemized invoices for service completed. Invoices shall be submitted no later than 45 calendar days after the performance of work for which the Contractor 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.**

In the event of termination, the Contractor 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 Contractor's deliver to the City of any and all City property, documents, records, materials and work product associated with the performance of the Agreement.

4. Ownership of Materials. All product produced by Contractor or its agents, employees, and subcontractors pursuant of this Agreement (the "Work Product") is the property of City. In the event this Agreement is terminated, all Work Product produced by Contractor or its agents, employees and subcontractors pursuant to this Agreement will be delivered to City pursuant to the termination clause of this Agreement. Contractor will have the right to make one (1) copy of the Work Product for Contractor'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 Contractor; 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 service of the directs another Contractor to use the Work Product, City agrees to hold Contractor harmless from any and all liability, cost and expenses relative to claims arising out of matter and/or events which occur subsequent to the termination of this Agreement as a result of causes other than the fault of negligence of Contractor, or anyone for whose acts it is responsible, in preparation of the Work Product. Contractor will not be responsible for deficiencies solely attributable to modification of the Work Product performed by hers, 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. Contractor, its officers, employees, subcontractors, agents and volunteers (collectively hereinafter the "Contractor"), will perform the services in Contractor's own way and pursuant to this Agreement as an independent contractor and in pursuit of Contractor's independent calling, and not as an employee of City. The persons used by Contractor 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 Contractor, except as expressly set forth in the Agreement. Contractor expressly warrants that while engaged in carry out and complying with any terms and conditions of this Agreement that Contractor shall not at any time or in any manner, represent that Contractor is in any manner officers, employees, agents or volunteers of the City. Contractor shall obtain no right to retirement, health care or any other benefit that accrue to City officials, officers, or employees. Contractor expressly waives any claim to such rights.

The payment made to Contractor pursuant to the Agreement will be the full and complete compensation to which Contractor is entitled. City will not make any federal or state tax withholding on behalf of Contractor or its agents, employees, or subcontractors. City will not pay any worker's compensation insurance, retirement contributions or unemployment contributions on behalf of Contractor or its employees, or subcontractors. Contractor agrees to indemnify and pay unemployment payment or worker's compensation payment which City may be required to make on behalf of Contractor or any agent, employee, or contractor of Contractor for work done under this Agreement. At the City's election, City may deduct the amounts paid pursuant to the Section from any balance owing to Contractor.

6. Successors, Assignment and Delegation. City and the Contractor each bind themselves, their partners, successors, assigns and legal representation 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 Contractor are material considerations for the Agreement. Contractor shall not assign or transfer any interest in the Agreement or the performance of any of Contractor's obligations under this Agreement without the prior written consent of the City. Any attempted assignment or transfer of any of Contractor'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 Contractor agrees not to discriminate against any employee or applicant for employment because of race, 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 or regulations. Contractor 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 the requirements of City, State or Federal laws or regulations. Such action shall include, but not limited to the following: employment, upgrading, demotion or transfer; recruitment or recruitment advertising; layoffs or terminations; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The Contractor 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 Contractor's non-compliance with the non-discrimination clause of this Agreement, this Agreement may be immediately canceled, terminated or suspended in whole or part.

8. Subcontracting. Contractor's services are unique and personal. Except as may be specified in Contractor's Proposal and agreed by the City. Contractor will not subcontract any portion of the services without prior written approval of City Manager or his/her designee. If Contractor subcontracts any of the services, Contractor will be fully responsible to City for the acts, errors and omission of Contractor's subcontractor and of the person either directly or indirectly employed by the Contractor. Nothing contained in this Agreement will create any contractual relationship between any subcontractor of Contractor and City. Contractor will be responsible for payment of subcontractors. Contractor will bind every subcontractor, and every subcontractor of a subcontractor, by the terms of this Agreement applicable to Contractor's work unless specifically noted to the contrary in the subcontract and approved in writing by City.

9. Other Contractors. The City reserves the right to employ other Contractors in connection with the services.

10. Indemnification. Contractor 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 cost and legal fees, and claims, demands, suits, actions or proceedings of any kind or nature, including Worker's Compensation claims, of or by anyone whomsoever to the extent resulting from or arising out of the negligent, reckless or willful misconduct for the Contractor, its officers, employees, subcontractor, subcontractors or agents in the performance of the duties undertaken by Contractor 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 Contractor's indemnification of the City, Contractor 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 of Contractor or Contractor'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 specially 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 or insurance coverage as specified herein. Failure on the part of the Contractor 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. Contractor will maintain the types of coverage 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 limitation or cap on Contractor'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 Contractor pursuant to this Agreement are adequate to protect Contractor. 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). Contractor will obtain occurrence coverage, excluding Professional Liability, which will be written as claims-made coverage. If Contractor believes that any required insurance coverage is inadequate, Contractor will obtain such additional insurance coverage at Contractor's sole expense.

11.1 Commercial General Liability Insurance. \$2,000,000 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 the Agreement or the general aggregate will be twice the required per occurrence limit.

11.2 Automobile Liability. \$5,000,000 combined single-limit per accident for bodily injury and property damage.

11.3 Worker's Compensation and Employer's Liability. Worker's Compensation limits as required by the California Labor Code and Employer's Liability limits of \$2,000,000 per accident for bodily injury. Worker's Compensation and Employer's Liability insurance will not be required if Contractor has no employees and provides, to City's satisfaction, a declaration stating this.

11.4 Professional Liability. Errors and omission liability appropriate to Contractor'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, Contractor 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 activities of the Contractor. Any failure to comply with provisions of the policies shall not affect coverage provided to the City. **Prior to City’s execution of the Agreement, Contractor shall furnish certificates of insurance and endorsements to City.**

Waiver of Subrogation. The policies shall contain a waiver or subrogation for the benefit of City.

12. Permits and Licenses. Contractor, at its expense, during the term of the 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 Contractor. Upon execution of this Agreement, the Contractor shall show evidence of a business license permit in conformance with *Section 9-1.2 of the Compton Municipal Code*.

13. Maintenance of Records. Contractor will maintain complete and accurate records with respect to cost incurred under this Agreement. All records will be clearly identifiable. Contractor will allow a representative of City during normal business hours to examine, audit and make transcripts or copies of record and any other documents created pursuant to this Agreement. Contractor will allow inspection of all work, data, documents, proceedings and activities related to the Agreement for a period of seven (7) years, or longer if required by law, from the date of final payment under this Agreement.

14. Warranties. Contractor represents and warrants (i) that Contractor has no obligations, legal or otherwise, inconsistent with the terms of this Agreement or with Contractor'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 the Contractor 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 Contractor 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. Contractor shall be responsible for paying when due all federal and state income withholding taxes for all earning under this Agreement. Contractor agrees to indemnify City for any claims, costs, losses, fees, penalties, interest or damages suffered by City resulting from Contractor's failure to comply with this provision.

16. General Compliance with Laws. Contractor will keep fully informed of federal, state, and local laws and ordinances and regulation which in any manner affect those employed by Contractor, or in any way affect the performance of the services by Contractor. Contractor will at all times observe and comply with these laws, ordinances,

and regulation and will be responsible for the compliance of the services with all applicable laws, ordinances and regulations.

17. Termination. In the event of the Contractor'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 Contractor in writing. Contractor has five (5) business days to deliver any documents owned by City and all work in process 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 Contractor has performed.

Based upon the finding, City will determine the final payment of the 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 Contractor, whether located at the project site, at Contractor's place of business or at the offices of a subcontractor.

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 the 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, Contractor will assemble the Work Product without charge and put it in order for proper filing and closing and deliver it to City. Contractor will be paid for work performed to the termination date; however, the total will not exceed the lump sum fee payable under the 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. Contractor warrants that Contractor has not employed or retained any company or person, other than a bona fide employee working for Contractor to solicit or secure this Agreement, and that Contractor 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 compensation 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, Contractor 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. Contractor acknowledges that if a false claim is submitted to City by Contractor,

it may be considered fraud and Contractor may be subject to criminal prosecution. Contractor acknowledges that California Government Code sections 12650 *et seq.*, the False Claim 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.

Contractor acknowledge that the filing of a false claim may subject Contractor to an administrative proceeding as a result of which Contractor may be prevented to act as a Contractor on any public work or improvement for a period of up to five (5) years. Contractor acknowledges debarment by another jurisdiction is grounds for City to terminate this Agreement.

20. Certifications. The Contractor, under penalty of perjury, certifies that, except as noted below, he/she or any other person association therewith in the capacity of owner, partner, director, officer, manager;

- Is not currently under supervision, 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 statues or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, or receiving stolen property within the past 3 years.
- 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 in the past 3 years.

If there are any exceptions to this certification, inset 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.



Enrico Marogna,
Senior Vice President

3/11/24
(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. Contractor will testify at City's request if litigation is brought against City in connection with Contractor's services under this Agreement. Unless the action is brought by Contractor, or is based upon Contractor's actual or alleged negligence or other wrongdoing. City, upon prior written agreement with Contractor will compensate Contractor for time spent in preparation for testimony, testimony and travel at Contractor'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 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 Contractor each represent and warrant that they have the legal power, right and actual authority to bind Contractor 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 by written document executed by both Contractor and City's 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 Contractor in connection with the performance of the Service pursuant to the Agreement are confidential until released by the City to the public, and the Contractor will not make any of these documents or information available to any individual or organization not employed by the Contractor 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 CONTRACTOR:

**BrightView Landscape Services, Inc.
PO Box 31001-2463
Pasadena, CA 91110
Attn: Andrew Mori
(310) 505-6012**

TO CITY:

**CITY OF COMPTON
205 South Willowbrook Avenue
Compton, California 90220
Attn: Bryan Spragg, Director
Parks & Recreation
(310) 605-3060**

Note: A copy of any notice provided to the Director shall also be provided to: City Manager, 205 South Willowbrook Avenue, Compton, California 90220

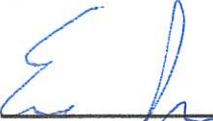
30. Miscellaneous. No provision of this Agreement is to be interpreted for or against either party because that party, or that party's legal representative, drafted such provision.

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.

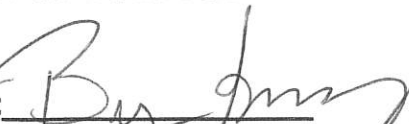
IN WITNESS WHEREOF, Contractor has executed this Agreement, and the City, by its City Manager, who is authorized to do so, has executed this Agreement.

BRIGHTVIEW LANDSCAPE SERVICES, INC.

By: 
Enrico Marogna, Senior Vice President

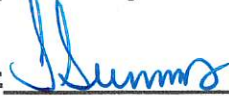
Dated: 3/11/24

CITY OF COMPTON

By: 
Bryan Spragg, Director of Parks & Recreation

Dated: 3/12/24

Approved by:

By: 
for Willie A. Hopkins Jr., City Manager

Dated: 3/14/24

Approved as to form:

By: 
for Eric Perrodin, City Attorney

Dated: 3.13.24

By: 
Vernell McDaniel, City Clerk



ATTEST:

Dated: 3/14/24