



SPECIAL NOTICE

Public Participation Accessibility for the City Council and Successor Agency for the Paramount Redevelopment Agency meetings scheduled for **June 8, 2021**.

Pursuant to Executive Order N-29-20, executed by the Governor of California on March 17, 2020, and as a response to mitigating the spread of Coronavirus known as COVID-19, the meeting of the City Council scheduled for **Tuesday, June 8, 2021 at 6:00 p.m.** will allow members of the public to participate and address the City Council during the open session of the meeting via live stream and/or teleconference only. Below are the ways to participate:

View the City Council meeting live stream:

- YouTube Channel <https://www.youtube.com/user/cityofparamount>
- Spectrum Cable TV Channel 36

Listen to the City Council meeting (audio only):

- Call (503) 300-6827 Conference Code: 986492

Members of the public wanting to address the City Council, either during public comments or for a specific agenda item, or both, may do so by the following methods:

- E-mail: crequest@paramountcity.com
- Teleconference: (562) 220-2225

In order to effectively accommodate public participation, participants are encouraged to provide their public comments via e-mail before **5:00 p.m. on Tuesday, June 8, 2021**. The e-mail must specify the following information: 1) Full Name; 2) City of Residence; 3) Phone Number; 4) Public Comment or Agenda Item No; 5) Subject; 6) Written Comments. Comments related to a specific agenda item must be received before the item is considered and will be provided to the City Council accordingly as they are received.

Participants wishing to address the City Council by teleconference should call City Hall at **(562) 220-2225** and provide the following information: 1) Full Name; 2) City of Residence; 3) Phone Number; 4) Public Comment or Agenda Item No; 5) Subject.

Teleconference participants will be logged in, placed in a queue and called back during the City Council meeting on speaker phone to provide their comments. Persons speaking and written comments are limited to a maximum of three minutes unless an extension is granted. Please be mindful that the teleconference will be recorded as any other person is recorded when appearing before the City Council, and all other rules of procedure and decorum will apply when addressing the City Council by teleconference.

AGENDA

Paramount City Council
June 8, 2021



Adjourned Meeting
City Hall Council Chambers
6:00 p.m.

City of Paramount

16400 Colorado Avenue ♦ Paramount, CA 90723 ♦ (562) 220-2000 ♦ www.paramountcity.com

Public Comments: See Special Notice. Persons are limited to a maximum of 3 minutes unless an extension of time is granted. No action may be taken on items not on the agenda except as provided by law.

Americans with Disabilities Act: In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, please contact the City Clerk's office at (562) 220-2027 at least 48 hours prior to the meeting to enable the City to make reasonable arrangements to ensure accessibility to this meeting.

Note: Agenda items are on file in the City Clerk's office and are available for public inspection during normal business hours. Materials related to an item on this Agenda submitted after distribution of the agenda packet are also available for public inspection during normal business hours in the City Clerk's office. The office of the City Clerk is located at City Hall, 16400 Colorado Avenue, Paramount.

Notes

CALL TO ORDER:	Mayor Brenda Olmos
PLEDGE OF ALLEGIANCE:	Councilmember Laurie Guillen
INVOCATION:	Pastor Grady Jones New Commandment Baptist Church
ROLL CALL OF COUNCILMEMBERS:	Councilmember Isabel Aguayo Councilmember Laurie Guillen Councilmember Peggy Lemons Vice Mayor Vilma Cuellar Stallings Mayor Brenda Olmos

PRESENTATIONS

1. [PRESENTATION](#) Mayor's Award of Excellence
2. [PRESENTATIONS](#) EDUCATION MONTH
 - Proclaiming June 2021 as Education Month
 - Recognition of Valedictorian and Salutatorian of Paramount High School, Class of 2021
 - Recognition of Top 25 Paramount High School Academic Students, Class of 2021
 - Recognition of Top 5 Paramount High School Volunteers, Class of 2021
 - Recognition of Top 5 Paramount High School Momentum Students, Class of 2021
 - Recognition of PUSD Teachers of the Year
3. [PRESENTATIONS](#) PARAMOUNT EDUCATION PARTNERSHIP
 - Recognition of PEP Scholarship Recipients
 - PEP Donors
4. [PROCLAMATION](#) Juneteenth
5. [PROCLAMATION](#) LGBTQ Pride Month

CITY COUNCIL PUBLIC COMMENT UPDATES

PUBLIC COMMENTS

CONSENT CALENDAR

All items under the Consent Calendar may be enacted by one motion. Any item may be removed from the Consent Calendar and acted upon separately by the City Council.

6. [APPROVAL OF MINUTES](#) City Council Meetings – May 4 and May 18, 2021
7. [APPROVAL OF MINUTES](#) City Council and Planning Commission Joint Meeting – May 18, 2020

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- | | | |
|-----|--|---|
| 8. | <u>APPROVAL</u> | Register of Demands |
| 9. | <u>ORDINANCE NO. 1150 (Adoption)</u> | Approving Zoning Ordinance Text Amendment No. 20, amending regulations for home gardens, including extending the applicability of these regulations to all residential zones and legal nonconforming residential properties in commercial and manufacturing zones |
| 10. | <u>ORDINANCE NO. 1151 (Adoption)</u> | Approving Zoning Ordinance Text Amendment No. 21, establishing revised regulations for accessory dwelling units (ADUs) and adding regulations for junior accessory dwelling units (JADUs) in all residential zones citywide |
| 11. | <u>AWARD OF CONTRACT</u> | Purchase of Two (2) Message Boards on Trailers |

OLD BUSINESS

- | | | |
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| 12. | <u>PUBLIC HEARING RESOLUTION NO. 21:014</u> | Confirming a Diagram and Assessment and Providing for Annual Assessment Levy |
| 13. | <u>REVIEW AND APPROVAL</u> | Six Month Review of the 2021 Legislative Platform |

NEW BUSINESS

- | | | |
|-----|---|---|
| 14. | <u>PUBLIC HEARING ORDINANCE NO. 1152 (Introduction)</u> | Approving Zoning Ordinance Text Amendment No. 22, Establishing Regulations for Single-room Occupancy (SRO) Developments in the R-M (Multiple-Family Residential) Zone to Implement a Housing Element Program and Comply with Federal Fair Housing Law |
| 15. | <u>APPROVAL</u> | Authorization to Expend Remaining Youth League Funding in Fiscal Year 2021 |
| 16. | <u>APPROVAL</u> | Revision of Community Organization Funding Policy for Service Clubs |
| 17. | <u>APPROVAL</u> | Proposed Coffee with the Mayor Program |

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- | | | |
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| 18. | <u>RESOLUTION NO.
21:015</u> | Update on the City's Debt Management &
Approving a Debt Management Policy |
| 19. | <u>RECEIVE AND FILE</u> | Update to Employee Compensation Study |
| 20. | <u>REPORT</u> | Introduction of the Fiscal Year 2022
Proposed Budget |

COMMENTS/COMMITTEE REPORTS

- Councilmembers
- Staff

CLOSED SESSION

CONFERENCE WITH REAL PROPERTY NEGOTIATORS

Government Code Section 54956.8

Property: 16247 Vermont Avenue, City of Paramount, California

Agency negotiator: City Manager, John Moreno

Negotiating parties: Lary Carlton

Under negotiation: Price

CONFERENCE WITH REAL PROPERTY NEGOTIATORS

Government Code Section 54956.8

Property: 16280 Paramount Blvd., Suite C

Agency negotiator: City Manager

Negotiating parties: NAIA Capital/LA Monarca

Under negotiation: Price

ADJOURNMENT

To a meeting on June 22, 2021 at 5:00 p.m.

JUNE 8, 2021

PRESENTATION

MAYOR'S AWARD OF EXCELLENCE

JUNE 8, 2021

EDUCATION MONTH

- ❖ PROCLAIMING JUNE 2021 AS EDUCATION MONTH
- ❖ RECOGNITION OF VALEDICTORIAN AND SALUTATORIAN OF
PARAMOUNT HIGH SCHOOL, CLASS OF 2021
- ❖ RECOGNITION OF TOP 25 PARAMOUNT HIGH SCHOOL ACADEMIC
STUDENTS, CLASS OF 2021
- ❖ RECOGNITION OF TOP 5 PARAMOUNT HIGH SCHOOL
VOLUNTEERS, CLASS OF 2021
- ❖ RECOGNITION OF TOP 5 PARAMOUNT HIGH SCHOOL MOMENTUM
STUDENTS, CLASS OF 2021
- ❖ RECOGNITION OF PUSD TEACHERS OF THE YEAR

JUNE 8, 2021

PARAMOUNT EDUCATION PARTNERSHIP

❖ RECOGNITION OF PEP SCHOLARSHIP RECIPIENTS

❖ PEP DONORS

JUNE 8, 2021

PROCLAMATION
JUNETEENTH

JUNE 8, 2021

PROCLAMATION

LGBTQ PRIDE MONTH

JUNE 8, 2021

APPROVAL OF MINUTES

PARAMOUNT CITY COUNCIL

MOTION IN ORDER:

APPROVE THE PARAMOUNT CITY COUNCIL MINUTES OF MAY 4 AND
MAY 18, 2021.

MOTION:

MOVED BY: _____

SECONDED BY: _____

[] APPROVED

[] DENIED

ROLL CALL VOTE:

AYES: _____

NOES: _____

ABSENT: _____

ABSTAIN: _____

**PARAMOUNT CITY COUNCIL
MINUTES OF A REGULAR MEETING
MAY 4, 2021**

City of Paramount, 16400 Colorado Avenue, Paramount, CA 90723

CALL TO ORDER: The regular meeting of the Paramount City Council was called to order by Mayor Brenda Olmos at 6:00 p.m. at City Hall, Council Chambers, 16400 Colorado Avenue, Paramount, California.

PLEDGE OF ALLEGIANCE: Councilmember Peggy Lemons, led the pledge of allegiance.

INVOCATION: Pastor Ken Korver, Emmanuel Reformed Church delivered the invocation.

ROLL CALL OF COUNCILMEMBERS: Present: Councilmember Isabel Aguayo
Councilmember Laurie Guillen
Councilmember Peggy Lemons
Vice Mayor Vilma Cuellar Stallings
Mayor Brenda Olmos

STAFF PRESENT: John Moreno, City Manager
John E. Cavanaugh, City Attorney
Andrew Vialpando, Assistant City Manager
John Carver, Planning Director
Adriana Figueroa, Public Works Director
David Johnson, Com. Serv. & Recreation Director
Karina Liu, Finance Director
David Arellano, Water Supervisor
Rebecca Bojorquez, Management Analyst
Steve Coumparoules, Management Analyst
John King, Assistant Planning Director
Heidi Luce, City Clerk
Norman Mamea, Water Superintendent
Anthony Martinez, Management Analyst II
Daniel Martinez, Information Technology Analyst I
Elida Zaragoza, Information Technology Specialist

Before moving forward with the agenda, Mayor Olmos suggested that Item 16 (Air Monitoring Status) be taken out order as the first item after the consent calendar given that there are two guest presenters from South Coast AQMD here for the item and asked for a motion for that change.

It was moved by Vice Mayor Cuellar Stallings and seconded by Councilmember Lemons to hear Item 16 as the first item of new business. The motion was passed by the following roll call vote:

AYES: Councilmembers Aguayo, Guillen,
Cuellar Stallings; Vice Mayor Olmos;
and Mayor Lemons
NOES: None
ABSENT: None
ABSTAIN: None

Mayor Olmos stated that there is also a subsequent need item for City Council consideration and asked City Manager Moreno to provide a brief explanation of the item. City Manager Moreno explained that staff suggests adding an item to the agenda to consider possible funding of a COVID19 vaccination rewards program for Paramount high school and college students.

Mayor Olmos asked for a motion to add the following item as the last item under new business:

Vaccine Reward Program for Eligible Residents attending High School or College.

It was moved by Councilmember Lemons and seconded by Councilmember Aguayo to place the subsequent need item above on the agenda as the last item of new business. The motion was passed by the following roll call vote:

AYES: Councilmembers Aguayo, Guillen,
Lemons; Vice Mayor Cuellar Stallings;
and Mayor Olmos
NOES: None
ABSENT: None
ABSTAIN: None

PRESENTATIONS

1. PROCLAMATION
National Public Works
Week
CF 39.12

Mayor Olmos, on behalf of the City Council, proclaimed, May as National Public Works Week.

2. PROCLAMATION
National Building Safety
Month
CF 39.12
Mayor Olmos, on behalf of the City Council, proclaimed, May as National Building Safety Month.
3. PROCLAMATION
National Military
Appreciation Month
CF 39.12
Mayor Olmos, on behalf of the City Council, proclaimed, May as National Military Appreciation Month.
4. PROCLAMATION
National Mental Health
Month
CF 39.12
Mayor Olmos, on behalf of the City Council, proclaimed, May as National Mental Health Month. On behalf of Community Family Guidance Center, Bill Sinko, Executive Director accepted the proclamation and expressed sincere appreciation for this recognition.
5. PROCLAMATION
National Senior Health
and Fitness Day
CF 39.12
Mayor Olmos, on behalf of the City Council, proclaimed, May as National Senior Health and Fitness Day.
6. PROCLAMATION
National Water Safety
Month
CF 39.12
Mayor Olmos, on behalf of the City Council, proclaimed, May as National Water Safety Month. On behalf of Los Cerritos YMCA, Jeremy Echnoz accepted the proclamation and shared the importance of water safety.
7. CERTIFICATE OF
RECOGNITION
Lindsay Lumber
Company 100th
Anniversary
CF 39.6
The Mayor, on behalf of the City Council, recognized Lindsay Lumber Company in celebration of its 100th Anniversary. On behalf of the Paramount Chamber of Commerce, Dr. Max Martinez and Barbara Crowson also recognized Lindsay Lumber on this milestone anniversary.

Kevin Lindsay thanked the City and the Chamber of Commerce for this recognition and expressed appreciation to the City for its support of their business through the years.

CITY COUNCIL PUBLIC COMMENT UPDATES

CF 10.4

City Manager Moreno responded to comments made by Alfredo Banuelos and Jose de Leon at the April 20, 2021 City Council meeting.

PUBLIC COMMENTS

CF 10.3

The following individual addressed the City Council and provided public comments via teleconference: Alejandro Yanez. Additionally, the following individuals provided written public comments via e-mail: Andrea Crow, Paramount Library and Jenny (no last name given).

CONSENT CALENDAR

It was moved by Councilmember Lemons and seconded by Councilmember Aguayo to approve Consent Calendar Items 8, 9, 10A and 10B as shown below. The motion passed by the following roll call vote:

AYES: Councilmembers Aguayo, Guillen,
Lemons; Vice Mayor Cuellar Stallings;
and Mayor Olmos
NOES: None
ABSENT: None
ABSTAIN: None

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| 8. | APPROVAL OF
MINUTES
April 6 and April 20 2021 | Approved |
| 9. | APPROVAL
Register of Demands
CF 47.2 | Approved |
| 10. | (A) RESOLUTION NO.
21:011
Approving the Engineer's
Report for Certain
Landscaping
Improvements for
Landscaping and
Maintenance
Assessment District No.
81-1
CF 25.3 | Adopted |

(B) RESOLUTION NO. Adopted
21:012
Declaring its Intention to
Levy and Collect
Assessments within
Landscaping and
Maintenance
Assessment District No.
81-1 for FY 2021-2022
CF 25.3

NEW BUSINESS

11. PUBLIC HEARING
ORDINANCE NO. 1150
(Introduction)
Approving Zoning
Ordinance Text
Amendment No. 20,
amending regulations for
home gardens, including
extending the
applicability of these
regulations to all
residential zones and
legal nonconforming
residential properties in
commercial and
manufacturing zones
CF 109 ZOTA 20
- Assistant Planning Director King gave the report and presented a PowerPoint Presentation.
- Mayor Olmos opened the public hearing and asked if there was anyone wishing to testify.
- There being no one wishing to testify, it was moved by Councilmember Lemons and seconded by Vice Mayor Cuellar Stallings to close the public hearing. The motion was passed by the following roll call vote:
- AYES: Councilmembers Aguayo, Guillen,
 Lemons; Vice Mayor Cuellar Stallings;
 and Mayor Olmos
- NOES: None
- ABSENT: None
- ABSTAIN: None
- It was moved by Councilmember Lemons and seconded by Councilmember Aguayo to read by title only, waive further reading, introduce Ordinance No. 1150, "AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF PARAMOUNT APPROVING ZONING ORDINANCE TEXT AMENDMENT NO. 20, AMENDING SECTION 17.04.010 (DEFINITIONS); SECTIONS 17.08.020; 17.08.060(F); 17.12.020(D); 17.12.020(E); 17.12.060(F)(3), 17.16.040(E); 17.16.040(F); 17.16.100(E), 17.44.680, AND 17.72.130 OF THE PARAMOUNT MUNICIPAL CODE TO REGULATE HOME GARDENS IN THE R-1 (SINGLE-FAMILY RESIDENTIAL), R-2 (MEDIUM DENSITY RESIDENTIAL), AND R-M (MULTIPLE-FAMILY RESIDENTIAL) ZONES; LEGAL

NONCONFORMING RESIDENTIAL PROPERTIES IN COMMERCIAL AND MANUFACTURING ZONES; AND PD-PS (PLANNED DEVELOPMENT WITH PERFORMANCE STANDARDS) ZONES IN THE CITY OF PARAMOUNT," and place it on the next regular agenda for adoption. The motion was passed by the following roll call vote:

AYES: Councilmembers Aguayo, Guillen, Lemons; Vice Mayor Cuellar Stallings; and Mayor Olmos
NOES: None
ABSENT: None
ABSTAIN: None

12. PUBLIC HEARING
ORDINANCE NO. 1151
(Introduction)

Approving Zoning
Ordinance Text

Amendment No. 21,
establishing revised
regulations for accessory
dwelling units (ADUs)
and adding regulations
for junior accessory
dwelling units (JADUs) in
all residential zones
citywide
CF 109 ZOTA 21

Planning Director Carver gave the report and presented a PowerPoint presentation.

Mayor Olmos opened the public hearing and asked if there was anyone wishing to testify.

There being no one wishing to testify, it was moved by Councilmember Lemons and seconded by Councilmember Aguayo to close the public hearing. The motion was passed by the following roll call vote:

AYES: Councilmembers Aguayo, Guillen, Lemons; Vice Mayor Cuellar Stallings; and Mayor Olmos
NOES: None
ABSENT: None
ABSTAIN: None

It was moved by Vice Mayor Cuellar Stallings and seconded by Councilmember Lemons to read by title only, waive further reading, introduce Ordinance No. 1151, "AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF PARAMOUNT, APPROVING ZONING ORDINANCE TEXT AMENDMENT NO. 21, AMENDING SECTION 17.04.010 (DEFINITIONS) OF TITLE 17 OF THE PARAMOUNT MUNICIPAL CODE; AND AMENDING CHAPTER 17.104 OF TITLE 17 OF THE PARAMOUNT MUNICIPAL CODE IN ITS ENTIRETY, ESTABLISHING REVISED REGULATIONS FOR ACCESSORY DWELLING UNITS AND ADDING REGULATIONS FOR JUNIOR ACCESSORY DWELLING UNITS IN ALL

RESIDENTIAL ZONES CITYWIDE IN THE CITY OF PARAMOUNT," and place it on the next regular agenda for adoption. The motion was passed by the following roll call vote:

AYES: Councilmembers Aguayo, Guillen,
Lemons; Vice Mayor Cuellar Stallings;
and Mayor Olmos

NOES: None

ABSENT: None

ABSTAIN: None

13. PUBLIC HEARING
Adoption of the One-
Year Action Plan (FY
2021-2022) for the
Community
Development Block
Grant (CDBG) and
Home Investment
Partnerships (HOME)
Programs
CF 54.9

Finance Director Lam gave the report and presented a PowerPoint presentation.

Mayor Olmos opened the public hearing and asked if there was anyone wishing to testify.

There being no one wishing to testify, it was moved by Vice Mayor Cuellar Stallings and seconded by Councilmember Lemons to close the public hearing. The motion was passed by the following roll call vote:

AYES: Councilmembers Aguayo, Guillen,
Lemons; Vice Mayor Cuellar Stallings;
and Mayor Olmos

NOES: None

ABSENT: None

ABSTAIN: None

It was moved by Councilmember Lemons and seconded by Vice Mayor Cuellar Stallings to adopt the One-Year Action Plan (FY 2021-2022), authorize the City Manager or his designee to execute and submit all required certifications and related documents and agreements to implement the One-Year Action Plan (FY 2021-2022) in compliance with HUD regulations. The motion was passed by the following roll call vote:

AYES: Councilmembers Aguayo, Guillen,
Lemons; Vice Mayor Cuellar Stallings;
and Mayor Olmos

NOES: None

ABSENT: None

ABSTAIN: None

14. RESOLUTION NO. 21:013
Approving both the Administering Agency State Master Agreement No. 07-5336S21 and Program Supplement Agreement No. 000000W37 for Funding a Local Roadway Safety Plan (LRSP)
- Public Works Director Figueroa gave the report.
- It was moved by Councilmember Lemons and seconded by Vice Mayor Cuellar Stallings to read by title only and adopt Resolution No. 21:013, "A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PARAMOUNT APPROVING BOTH THE ADMINISTERING AGENCY STATE MASTER AGREEMENT NO. 07-5336S21 AND PROGRAM SUPPLEMENT AGREEMENT NO. 000000W37 FOR FUNDING A LOCAL ROADWAY SAFETY PLAN (LRSP)." The motion was passed by the following roll call vote:
- AYES: Councilmembers Aguayo, Guillen, Lemons; Vice Mayor Cuellar Stallings; and Mayor Olmos
NOES: None
ABSENT: None
ABSTAIN: None
15. APPROVAL
Measure R Funding Agreement with Los Angeles County Metropolitan Transit Authority (LACMTA) for Rosecrans Avenue Bridge Retrofit Project
- Public Works Director Figueroa gave the report.
- It was moved by Councilmember Aguayo and seconded by Councilmember Lemons to approve the Measure R Funding Agreement with the Los Angeles County Metropolitan Transportation Authority for the Rosecrans Avenue Bridge Retrofit Project and authorize the Mayor or her designee to execute the agreement. The motion was passed by the following roll call vote:
- AYES: Councilmembers Aguayo, Guillen, Lemons; Vice Mayor Cuellar Stallings; and Mayor Olmos
NOES: None
ABSENT: None
ABSTAIN: None
- SUBSEQUENT NEED ITEM ADDED
- APPROVAL
Vaccine Reward Program for Eligible Residents Attending High School or College
- Community & Services Recreation Director Johnson gave the report.

Councilmember Lemons suggested opening up the reward to any Paramount resident, age 16-29, that receives the vaccine rather than just high school and college students.

Discussion ensued concerning offering the reward to fully vaccinated individuals and including funding in FY 22 budget for the program as well for those that are unable to meet the June 30, 2021 deadline to provide further incentive for this demographic to get the vaccine.

It was moved by Councilmember Lemons and seconded by Councilmember Aguayo to approve the use of General Funds in an amount not to exceed \$5,000 for the purchase of gift cards as a reward program for Paramount residents ages 16-19 that get fully vaccinated against COVID-19. The motion was passed by the following roll call vote:

AYES: Councilmembers Aguayo, Guillen,
Lemons; Vice Mayor Cuellar Stallings;
and Mayor Olmos
NOES: None
ABSENT: None
ABSTAIN: None

ENVIRONMENTAL BUSINESS	SUSTAINABILITY	NEW
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16. ORAL REPORT
Air Monitoring Status –
South Coast Air Quality
Management District
CF 39.20

NOTE: This item was taken out of order as the first item of new business.

Vanessa Delgado, Vice Chair, South Coast AQMD introduced herself and commented that she is proud of the work AQMD has done in Paramount and is committed to continuing to work with the City during this transition.

Wayne Nastri, Executive Director, South Coast AQMD presented a PowerPoint presentation providing an overview of the air quality monitoring program in the City of Paramount since 2016. He explained that AQMD will be transferring air monitoring responsibility to the City and that the AQMD will provide technical support and other assistance during this transition

Mayor Olmos asked for public comments on this item.

The following individual addressed the City Council and provided public comments via teleconference: in support of continued air monitoring by South Coast AQMD: Jaime Lopez; Lisa Lappin; Sonia de Leon; and Jose de Leon. Additionally, the following individuals provided written public comments via e-mail in support of continued air monitoring by South Coast AQMD: Allison Redd, Sandra Enriquez; and anonymous.

Councilmember Guillen expressed her appreciation for the work AQMD has done in Paramount and commented that now is not time to transfer the responsibility for air quality monitoring to the City.

Mr. Nastri commented that AQMD will still be responsible for enforcement of air quality compliance and for inspecting individual facilities.

In response to Councilmember Lemons, Mr. Nastri commented that AQMD will provide assistance in finding a qualified lab to assist the City with the air quality monitoring program and review the data if necessary. Also in response to Councilmember Lemons, he stated that given the current air quality levels, AQMD does not have the resources to continue in Paramount and although he is not aware of any mechanism where other cities charge businesses for air quality monitoring, he will research the matter further and get back to the City.

Mayor Olmos suggested a follow up meeting to address the issues raised.

AQMD Vice Chair Delgado offered her commitment to continue this dialog.

17. ORAL REPORT
League of California
Cites Presentation on
Impacts of Senate Bill
(SB) 1383 – Organic
Waste
CF 31.13

Kristine Guerrero, League of California Cites and Public Works Director Figueroa presented a PowerPoint presentation providing an overview of SB 1383, which set specific objectives for reducing organic waste in landfills which will in turn reduce greenhouse gas emissions. The presentation also provided information about the concerns related to implementation of these costly requirements including

a lack of funding for implementation and the efforts the League of California Cities is taking to help cities with the various issues related to implementation of this legislation.

*** Councilmember Guillen excused herself from the City Council meeting and left the dais at 8:24 p.m. prior to the presentation on Item 18.*

18. ORAL REPORT
Consumer Confidence
Report – 2020
CF 113

Public Works Director Figueroa presented a PowerPoint presentation providing an overview of the City of Paramount's Annual Consumer Confidence Report (CCR), also known as an annual drinking water quality report, which provides a snapshot of the tap water quality provided during the prior year. She explained that this year's CCR includes notice of a violation for not following an administrative step in the procedure for sampling water but emphasized that this violation was not a water quality violation.

COMMENTS/COMMITTEE REPORTS

Councilmembers

Councilmember Aguayo acknowledged the comments regarding the air quality monitors and commented that the City Council hears the concerns. She also encouraged residents to attend the Friday Night Market this Friday and expressed well wishes for the Hansen family.

Vice Mayor Cuellar Stallings commented that she attended several community meetings including a virtual town hall with Lucille Roybal-Allard's office regarding the American Rescue Plan, the Neighborhood Watch meeting on fireworks, the LA County Sheriff's Dept. food drive and others.

Vice Mayor Cuellar Stallings suggested holding a book drive to benefit the immigrant children being housed in Long Beach.

In honor of Teacher Appreciation Week, she expressed appreciation to all the PUSD Teachers for all they do for the students.

Mayor Olmos reported that the Homelessness Ad Hoc Committee met to learn about the City's approach to homelessness and the resources available to the City's homeless neighbors. She also thanked the LA County Sheriff's Dept. and Paramount Pride for the recent food drives and Clinica Medica Hispana, Coast Hospital of Norwalk and Paramount Family Pharmacy and staff for their work in getting residents vaccinated. She also invited residents to attend the Friday Night Market and National Day of Prayer.

Staff

City Manager Moreno reported that staff will be sharing information with the public on the City's efforts to address homelessness.

CLOSED SESSION

None.

ADJOURNMENT

There being no further business to come before the City Council, Mayor Olmos adjourned the meeting at 8:46 p.m. to a joint meeting with the Planning Commission on May 18, 2020 at 4:00 p.m. followed by a City Council meeting beginning at 5:00 p.m.

Brenda Olmos, Mayor

ATTEST:

Heidi Luce, City Clerk

**PARAMOUNT CITY COUNCIL
MINUTES OF AN ADJOURNED MEETING
MAY 18, 2021**

City of Paramount, 16400 Colorado Avenue, Paramount, CA 90723

CALL TO ORDER: The adjourned meeting of the Paramount City Council was called to order by Mayor Brenda Olmos at 5:06 p.m. at City Hall, Council Chambers, 16400 Colorado Avenue, Paramount, California.

ROLL CALL OF COUNCILMEMBERS Present: Councilmember Isabel Aguayo
Councilmember Laurie Guillen
Councilmember Peggy Lemons
Vice Mayor Vilma Cuellar Stallings
Mayor Brenda Olmos

STAFF PRESENT: John Moreno, City Manager
John E. Cavanaugh, City Attorney
John Carver, Planning Director
Adriana Figueroa, Public Works Director
David Johnson, Com. Serv. & Recreation Director
Karina Liu, Finance Director
Rebecca Bojorquez, Management Analyst
Steve Coumparoules, Management Analyst
Heidi Luce, City Clerk
Anthony Martinez, Management Analyst II
Daniel Martinez, Information Technology Analyst I
Margarita Matson, Assistant Public Safety Director
Elida Zaragoza, Information Technology Specialist

CITY COUNCIL PUBLIC COMMENT UPDATES

CF 10.4 City Manager Moreno responded to comments made by Jenny (no last name given) at the May 4, 2021 City Council meeting.

PUBLIC COMMENTS

CF 10.3 The following individual addressed the City Council and provided public comments via teleconference: Alejandro Yanez.

CONSENT CALENDAR

It was moved by Vice Mayor Cuellar Stallings and seconded by Councilmember Lemons to approve Consent Calendar Items 1-4 as shown below. The motion passed by the following roll call vote:

AYES: Councilmembers Aguayo, Guillen,
Lemons; Vice Mayor Cuellar Stallings;
and Mayor Olmos

NOES: None

ABSENT: None

ABSENT: None

- | | |
|--|-----------------------------|
| 1. RECEIVE AND FILE
Treasurer's Report for
the Quarter Ending
March 31, 2021 | Received and filed. |
| 2. APPROVAL
Applications for
Fireworks Permits - 2021 | Approved. |
| 3. AWARD OF CONTRACT
Purchase of a Standby
Pump | Approved award of contract. |
| 4. APPROVAL
Purchasing Authorization
for Electronics from
Apple Inc. for STAR
After School Program | Approved. |

NEW BUSINESS

- | | |
|---|---|
| 5. APPROVAL
Agreement for
Community
Development Block
Grant (CDBG) and
Home Improvement
Partnership (HOME)
Program Administration
Services and
Preparation of the 5- | <p>Finance Director Liu gave the report and presented a PowerPoint presentation.</p> <p>It was moved by Councilmember Lemons and seconded by Vice Mayor Cuellar Stallings to approve and authorize the City Manager or his designee to enter into an agreement with MDG Associates, Inc. for CDBG and HOME grant administration and</p> |
|---|---|

- | | |
|--|--|
| Year Consolidated Plan and Assessment of Fair Housing | preparation of the 5-year Consolidated Plan and Assessment of Fair Housing. The motion was passed by the following roll call vote:

AYES: Councilmembers Aguayo, Guillen, Lemons; Vice Mayor Cuellar Stallings; and Mayor Olmos

NOES: None
ABSENT: None
ABSTAIN: None |
| 6. APPROVAL Agreement for Lead-Based Paint and Asbestos-Containing Material Testing Services | Finance Director Liu gave the report and presented a PowerPoint presentation.

It was moved by Councilmember Lemons and seconded by Councilmember Aguayo to approve and authorize the City Manager or his designee to enter into an agreement with Lead Tech Environmental for lead-based paint and asbestos-containing material testing services. The motion was passed by the following roll call vote:

AYES: Councilmembers Aguayo, Guillen, Lemons; Vice Mayor Cuellar Stallings; and Mayor Olmos

NOES: None
ABSENT: None
ABSTAIN: None |
| 7. APPROVAL Agreements for As Needed Architectural Services | Finance Director Liu gave the report and presented a PowerPoint presentation.

It was moved by Councilmember Lemons and seconded by Vice Mayor Cuellar Stallings to approve and authorize the City Manager or his designee to enter into three (3) separate agreements with Dahlin Group, MDG Associates, Inc. and Studio One Eleven to provide as-needed architectural services. The motion was passed by the following roll call vote:

AYES: Councilmembers Aguayo, Guillen, Lemons; Vice Mayor Cuellar Stallings; and Mayor Olmos

NOES: None
ABSENT: None
ABSTAIN: None |

8. ORAL REPORT
Comprehensive User
Fee Study

Consultant Priti Patel, Willdan gave the report and presented a PowerPoint presentation providing an overview of the Comprehensive User Fee Study.

In summary, Finance Director Liu stated that Ms. Patel's report provided a broad overview of the study which confirmed that the City's current fees in most cases do not capture full cost recovery and is less than what other agencies are capturing in cost recovery. She noted that staff will not be recommending any increases be effective until January 2022 and will provide proper noticing and public hearing before consideration of any increases. She further noted that for the fees that will be decreasing, staff will propose adoption of the reduced fees as part of the budget adoption process in June.

In response to Councilmember Lemons, City Manager Moreno commented that staff will provide the draft proposed fee schedule along with a copy of the PowerPoint presentation to City Council in the coming weeks.

9. ORAL REPORT
Long-Term Financing
Option – Basics of
Municipal Bonds

Consultant Suzanne Harrell, Harrell & Company gave the report and presented a PowerPoint presentation providing information on municipal bonds, a long-term financing option, as a financial tool for debt management.

Brief discussion ensued concerning the process for issuing bonds and the associated risks.

**ENVIRONMENTAL SUSTAINABILITY NEW
BUSINESS**

10. ORAL REPORT
Draft 2021 Climate
Action Plan

Consultant Jeff Caton gave the report and presented a PowerPoint presentation providing an overview of the City's first ever Climate Action Plan.

Public Works Director Figueroa commented that there will be two additional public workshops, one in English and one in Spanish, to provide the public with opportunity to comment on the Climate Action Plan and the Plan will be brought back for formal adoption by the City Council in July.

Mayor Olmos called for public comments.

The following individual addressed the City Council and provided public comments on this item via teleconference: Julia Emmerson, Southern California Gas Company.

COMMENTS/COMMITTEE REPORTS

Councilmembers

Councilmember Aguayo commented that she attended the Friday Night Market and the vendors were happy to participate in the evening market.

Councilmember Lemons suggested increasing the amount of the vaccination reward and reaching out the School Board President Cuarenta to encourage the School District to promote the vaccination reward program.

In response to Vice Mayor Cuellar Stallings, City Manager Moreno commented that due to current HUD guidelines, condominiums are not currently eligible for home improvement grant funding. Vice Mayor Cuellar Stallings requested additional patrol in the 8500 block Madison Street because there have been multiple vehicle break-ins in that area.

Councilmember Guillen commented that she transitioned to solar energy last year and saw a dramatic reduction in energy costs. She also suggested providing assistance to homebound seniors as temperatures rise by possibly subsidizing their energy bill or providing portable air conditioning.

Mayor Olmos invited residents to attend the COVID-19 Memorial event on May 20 at the Veteran's Plaza on the City Hall campus and encouraged residents to get the COVID-19 vaccine.

Staff

City Manager Moreno commented that staff is continuing discussions with AQMD regarding the City's air monitoring program and will include funds in the FY 22 budget for this program. He also reported that the vaccination rewards program will be expanded to include residents age 12-15 since they are now eligible to receive the vaccine. Lastly, he shared the Explore Paramount postcards with the City Council and reminded them about the program.

ADJOURNMENT

There being no further business to come before the City Council, Mayor Olmos adjourned the meeting at 6:27 p.m. to a meeting on June 8, 2021 at 6:00 p.m.

Brenda Olmos, Mayor

ATTEST:

Heidi Luce, City Clerk

JUNE 8, 2021

APPROVAL OF MINUTES

JOINT MEETING OF THE PARAMOUNT CITY COUNCIL AND
PARAMOUNT PLANNING COMMISSION

MOTION IN ORDER:

APPROVE THE JOINT MEETING MINUTES OF MAY 18, 2021.

MOTION:

MOVED BY: _____

SECONDED BY: _____

[] APPROVED

[] DENIED

ROLL CALL VOTE:

AYES: _____

NOES: _____

ABSENT: _____

ABSTAIN: _____

**PARAMOUNT CITY COUNCIL / PARAMOUNT PLANNING COMMISSION
MINUTES OF A JOINT MEETING OF THE
PARAMOUNT CITY COUNCIL AND PLANNING COMMISSION
MAY 18, 2021**

City of Paramount, 16400 Colorado Avenue, Paramount, CA 90723

CALL TO ORDER: The joint meeting of the Paramount City Council and Planning Commission was called to order by Mayor Brenda Olmos at 4:00 p.m. in the Council Chamber at City Hall, 16400 Colorado Avenue, Paramount, California.

ROLL CALL OF COUNCILMEMBERS: Present: Councilmember Isabel Aguayo
Councilmember Laurie Guillen
Councilmember Peggy Lemons
Vice Mayor Vilma Cuellar Stallings
Mayor Brenda Olmos

ROLL CALL OF PLANNING COMMISSIONERS: Present: Chair Gordon Weisenburger
Vice Chair George Gutierrez
Commissioner Jaime Abrego
Commissioner Luis Bautista
Commissioner Ernie Esparza

STAFF PRESENT: John Moreno, City Manager
John Cavanaugh, City Attorney
John Carver, Planning Director
John King, Asst. Planning Director
Adriana Figueroa, Public Works Director
Rebecca Bojorquez, Management Analyst
Steve Comparoules, Management Analyst
Heidi Luce, City Clerk
Anthony Martinez, Management Analyst II
Daniel Martinez, Information Technology Analyst I
Elida Zaragoza, Information Technology Specialist

PUBLIC COMMENTS

There were none.

NEW BUSINESS

1. ORAL REPORT
Paramount Housing
Element, Environmental
Justice Element, and
Health and Safety
Element

Planning Director Carver provided an overview and background information on the City's General Plan including the Housing Element, Environmental Justice Element and Health and Safety Element.

Laura Stetson, MIG Consultants, presented a PowerPoint presentation which summarized community engagement activities and survey responses to date; explored Housing Element issues and programs; examined issues and potential programs for the Environmental Justice Element; and provided an overview of the Health and Safety Element.

Discussion ensued concerning the community engagement efforts to date to encourage survey participation. It was suggested that staff work to increase community engagement efforts and include engagement with the City's Spanish speaking residents. It was also suggested to reach out to City Commissions and various service organizations. Lastly, it was suggested that staff create a more descriptive survey tag line so residents understand the purpose of the survey and consider coordinating it with the "Purchase it in Paramount" program as an incentive.

With regard to the Housing Element Update, discussion ensued concerning the City's maximum density regulations which were approved by voter initiative in 1988 and what impact future legislation may have on those regulations given the State's push for increased density and affordable housing.

Further discussion ensued concerning creating a design template for Accessory Dwelling Units (ADU) to make it easier for residents to construct ADUs and further publicizing the various options for residents that may need rental assistance.

With regard to the Environmental Justice Element Councilmember Guillen commented that the City needs to recognize that the City is a disadvantaged community and do what is necessary to make people healthier in addition to doing the things that will make people “feel” better.

ADJOURNMENT

Mayor Olmos adjourned the Joint Meeting of the City Council and Planning Commission at 4:58 p.m. Mayor Olmos adjourned the City Council to a meeting on May 18, 2021 at 5:00 p.m. in the Council Chamber at City Hall, 16400 Colorado Avenue, Paramount. Chair Weisenburger adjourned the Planning Commission to an adjourned meeting on June 9, 2021 at 6:00 p.m. in the Council Chamber at City Hall, 16400 Colorado Avenue, Paramount.

Brenda Olmos, Mayor

Gordon Weisenburger, Chair

ATTEST:

Heidi Luce, City Clerk

JUNE 8, 2021

REGISTER OF DEMANDS
PARAMOUNT CITY COUNCIL

MOTION IN ORDER:

APPROVE THE PARAMOUNT CITY COUNCIL REGISTER OF DEMANDS.

MOTION:

MOVED BY: _____

SECONDED BY: _____

[] APPROVED

[] DENIED

ROLL CALL VOTE:

AYES: _____

NOES: _____

ABSENT: _____

ABSTAIN: _____

**CITY OF PARAMOUNT
FINAL CHECK REGISTER
May 31, 2021
Pre-issue Checks**

Check Number	Vendor Name	Amount	Description
319847	7 POINT CONSTRUCTION, INC	7,500.00	CIP - CITY HALL EXTERIOR IMPROVEMENTS
	Vendor Tota	7,500.00	
319484	A & G FENCE AND SUPPLY SALES	5,997.00	CSR - DILLS PARK MINI-PITCH NETTING
319549		2,137.00	PW - GATE IMNSTALL (PROGRESS PARK)
319832		2,137.00	PW - GATES INSTALL (PROGRESS PARK)
	Vendor Tota	10,271.00	
319899	ACEVES, MIGUEL	48.00	PARKING CITATION REFUND (ACEVES)
	Vendor Tota	48.00	
319594	ADMINISTRATIVE SERVICES CO-OP	420.15	CSR - TAXI TRANSIT SVCS (3/21)
		397.05	CSR - TAXI TRANSIT SVCS (3/21)
319765		2,185.82	CSR - TAXI TRANSIT SVCS (3/21)
	Vendor Tota	3,003.02	
319646	ADVANCE ELEVATOR, INC	300.00	PW - ELEVATOR MNTC (5/21)
	Vendor Tota	300.00	
319848	ADVANCED AQUATIC TECHNOLOGY	975.00	PW - CIVIC CENTER FOUNTAIN MNTC (5/21)
	Vendor Tota	975.00	
319633	AFFORDABLE BUILT CONSTRUCTION	3,363.00	PL - RES REHAB (8519 CHESTER)
	Vendor Tota	3,363.00	
319833	AFLAC	2,988.18	AFLAC VOLUNTARY INSURANCE (4/21)
	Vendor Tota	2,988.18	
319691	AIRGAS	94.08	PW - WATER OPER MNTC SUPPLIES
	Vendor Tota	94.08	
319647	AKESO OCCUPATIONAL HEALTH	525.00	HR - HEALTH SCREENINGS (3/21)
	Vendor Tota	525.00	
319648	ALIN PARTY SUPPLY CO.	19.81	CSR - ENP EVENT SUPPLIES
	Vendor Tota	19.81	
319523	ALL STARS BARBER SHOP	10,000.00	PL - SBA RELIEF (ALL STARS BARBERSHOP)
	Vendor Tota	10,000.00	
319692	ALS GROUP USA, CORP	144.00	PW - WATER CHEMICAL TESTING
		135.00	PW - WATER CHEMICAL TESTING
		130.50	PW - WATER CHEMICAL TESTING
		126.00	PW - WATER CHEMICAL TESTING
		126.00	PW - WATER CHEMICAL TESTING
		126.00	PW - WATER CHEMICAL TESTING
		36.00	PW - WATER CHEMICAL TESTING
		36.00	PW - WATER CHEMICAL TESTING
		36.00	PW - WATER CHEMICAL TESTING
		36.00	PW - WATER CHEMICAL TESTING
		34.50	PW - WATER CHEMICAL TESTING
		29.90	PW - WATER CHEMICAL TESTING
	Vendor Tota	995.90	
319524	AMERICAN CITY PEST CONTROL, INC	65.00	PW - PEST CONTROL SVCS (BEES)
319550		250.00	PW - PEST CONTROL SVCS (BEES)
319716		250.00	PW - PEST CONTROL SVCS (BEES)
	Vendor Tota	565.00	
319525	APOLLO WOOD RECOVERY, INC	1,643.00	PW - LANDSCAPE MNTC SUPPLIES
319604		1,643.00	PW - LANDSCAPE MNTC SUPPLIES
319693		1,643.00	PW - LANDSCAPE MNTC SUPPLIES
	Vendor Tota	4,929.00	

**CITY OF PARAMOUNT
FINAL CHECK REGISTER
May 31, 2021
Pre-issue Checks**

Check Number	Vendor Name	Amount	Description
319605	APPLE INC	23,562.95	CSR - MACBOOK AIR LAPTOPS (20)
319665		490.61	PS - IPAD MINI TABLET PENCILS (5)
319739		17,669.14	CSR - STAR IPADS (45)
		485.10	CSR - STAR SUPPLIES
319849		3,120.85	PS - IPAD TABLETS (5)
	Vendor Tota	45,328.65	
319679	ARRANTS, EUGENE	197.99	PS - HOME SECURITY REBATE PROGRAM
	Vendor Tota	197.99	
319578	ARTESIA FERTILIZER	1,050.00	PW - LANDSCAPE MNTC SUPPLIES
	Vendor Tota	1,050.00	
319526	AT & T	112.35	GEN - CLRWTR INTERNET (4/21)
319606		63.49	GEN - SPLASHPAD INTERNET (4/21)
319680		96.30	GEN - COM CTR INTERNET (5/21)
319766		42.80	GEN - PARAMOUNT POOL INTERNET (5/21)
319900		112.35	GEN - CLRWTR INTERNET (5/21)
319740		6,468.57	GEN - TELEPHONE SERVICE (4/21)
		1,111.46	PW - WATER SYSTEM SERVICE (4/21)
	Vendor Tota	8,007.32	
319551	AT&T MOBILITY	1,209.08	CSR - STAR CELLULAR SERVICE (4/21)
		41.71	CSR - CELLULAR SERVICE (4/21)
319767		44.87	PW - CELLULAR SERVICE (5/21)
		44.87	FIN - CELLULAR SERVICE (5/21)
	Vendor Tota	1,340.53	
319527	ATKINSON, ANDELSON, LOYA	714.00	HR - LEGAL SVCS (3/21)
319867		374.00	HR - LEGAL SVCS (4/21)
	Vendor Tota	1,088.00	
319901	AUTONATION OF BUENA PARK	101.00	PARKING CITATION REFUND (AUTONATION)
	Vendor Tota	101.00	
319792	AUTOSPLICE, INC	1.47	WTR DEP REF - 7551 ROSECRANS
	Vendor Tota	1.47	
319552	BACKFLOW APPARATUS & VALVE	95.00	PW - WATER OPER MNTC SUPPLIES
319868		294.81	PW - WATER OPER MNTC SUPPLIES
	Vendor Tota	389.81	
319717	BADGER METER, INC	8,876.79	PW - WATER METERS (8)
	Vendor Tota	8,876.79	
319607	BARR COMMERCIAL DOOR REPAIR	1,800.57	PW - DOOR REPAIR (STATION)
	Vendor Tota	1,800.57	
319902	BARRAZA, FRANK JR	71.00	PARKING CITATION REFUND (BARRAZA JR)
	Vendor Tota	71.00	
319768	BARTEL ASSOCIATES, LLC	8,240.00	FIN - PENSION UL ANALYSIS (3/21)
	Vendor Tota	8,240.00	
319649	BAUDVILLE	2,176.81	CSR - STAR SUPPLIES
	Vendor Tota	2,176.81	
319793	BEE PRINTING	1,706.38	PS - PARKING CITATION BOOKLETS
	Vendor Tota	1,706.38	
319579	BEIGHTON, DAVE	1,500.00	PS - DETECTIVE SPECIALIST (4/10 - 4/23)
319718		1,300.00	PS - DETECTIVE SPECIALIST (4/24 - 5/7)
319869		1,300.00	PS - DETECTIVE SPECIALIST (5/8 - 5/21)
	Vendor Tota	4,100.00	

**CITY OF PARAMOUNT
FINAL CHECK REGISTER
May 31, 2021
Pre-issue Checks**

Check Number	Vendor Name	Amount	Description
319719	BENNETT-BOWEN LIGHTHOUSE	126.95	PW - WATER OPER MNTC SVCS
	Vendor Tota	126.95	
319650	BIOMETRICS4ALL, INC	135.00	HR - FINGERPRINTING SVCS (4/21)
		540.00	CSR - STAR FINGERPRINTING SVCS (4/21)
	Vendor Tota	675.00	
319651	BISHOP COMPANY	341.79	PW - LANDSCAPE MNTC SUPPLIES
		5.15	PW - LANDSCAPE MNTC SUPPLIES
	Vendor Tota	346.94	
319934	BRAVO SIGN & DESIGN INC	18,602.81	CIP - CIVIC CENTER MONUMENT SIGNS
	Vendor Tota	18,602.81	
319666	BRIGHTVIEW LANDSCAPE	30,141.57	PW - LANDSCAPE MNTC SVCS (5/21)
		14,457.59	PW - MEDIAN MNTC SVCS (5/21)
319720		2,761.94	PW - DILLS PARK MNTC SVCS
		2,209.65	PW - LANDSCAPE MNTC SVCS
	Vendor Tota	49,570.75	
319721	BROWN BOLT & NUT CORP.	11.04	PW - GRAFFITI REMOVAL SUPPLIES
319870		25.86	PW - FACILITY MNTC SUPPLIES
	Vendor Tota	36.90	
319722	BUCKNAM & ASSOCIATES, INC	2,190.00	CIP - WELL #16 PROGRAM MGMT (4/21)
		690.00	PW - WATER CONSULTING SVCS (4/21)
	Vendor Tota	2,880.00	
319903	C J CONCRETE CONSTRUCTION,	30,939.00	PW - SIDEWALK CONCRETE MNTC
		62,176.00	PW - SIDEWALK CONCRETE MNTC
	Vendor Tota	93,115.00	
319794	CABACHUELA	9.50	WTR DEP REF - 8405 WILBARN
	Vendor Tota	9.50	
319795	CALIFORNIA ASSOCIATION OF CODE	200.00	PS - CACEO TRAINING (MD)
	Vendor Tota	200.00	
319553	CALIFORNIA DEPARTMENT OF TOXIC	247.50	PW - EPA ID VERIFICATION (CY2020)
	Vendor Tota	247.50	
14513	CALIFORNIA PUBLIC EMPLOYEES'	39,336.36	PERS RETIREMENT - PPE 4/9
14514		2,864.42	PERS RETIREMENT - CC 4/21
14515		10,602.61	PERS - RETIREMENT - PPE 4/9
14516		497.46	PERS RETIREMENT - CC 4/21
14542		39,289.67	PERS RETIREMENT- PPE 4/23
14543		10,477.13	PERS RETIREMENT - PPE 4/23
14551		98,991.49	MEDICAL INSURANCE (ACTIVE) - 5/21
		8,008.00	MEDICAL INSURANCE (RETIRED) - 5/21
		370.15	MEDICAL INSURANCE (ADMIN) - 5/21
14571		39,278.75	PERS RETIREMENT - PPE 5/7
14572		10,656.85	PERS RETIREMENT - PPE 5/7
	Vendor Tota	260,372.89	
319595	CALPERS LONG-TERM CARE PROGRAM	31.27	CALPERS LTC - PPE 4/23 (AF)
319850		31.27	CALPERS LTC - PPE 5/7
319935		31.27	CALPERS LTC - PPE 5/21 (AF)
	Vendor Tota	93.81	
319591	CARPIO, TERESA	50.00	CSR - FACILITY DEPOSIT REFUND
	Vendor Tota	50.00	
319791	CAZA TACOS	600.00	PW - MEETING SUPPLIES (5/18)
	Vendor Tota	600.00	

**CITY OF PARAMOUNT
FINAL CHECK REGISTER
May 31, 2021
Pre-issue Checks**

Check Number	Vendor Name	Amount	Description
319652	CDCE, INC	4,215.00	PS - MDC VEHICLE UNIT (3)
	Vendor Tota	4,215.00	
319904	CDW GOVERNMENT, INC.	74.85	GEN - COMPUTER MNTC SUPPLIES
		52.39	GEN - COMPUTER MNTC SUPPLIES
319936		5,038.65	CIP - PHONE SYSTEM UPGRADE
		264.15	CIP - PHONE SYSTEM UPGRADE
	Vendor Tota	5,430.04	
319694	CELEDON, MIGUEL	320.00	PW - GYM EQUIPMENT MNTC
	Vendor Tota	320.00	
319528	CENTRAL BASIN MUNI WATER DIST	247,887.17	PW - PURCHASED WATER (3/21)
319905		296,916.03	PW - PURCHASED WATER (4/21)
	Vendor Tota	544,803.20	
319796	CHAIDEZ	29.66	WTR DEP REF - 6543 SAN MIGUEL
	Vendor Tota	29.66	
319890	CHICAGO TITLE COMPANY	114.00	PL - PIRT FEES (6506 SAN LUIS)
	Vendor Tota	114.00	
319634	CINDY'S JUMPERS, LLC	466.00	CSR - FARMERS NIGHT MARKET (5/7)
319667		466.00	CSR - FARMERS NIGHT MARKET (6/4)
	Vendor Tota	932.00	
319695	CINTAS #053	49.67	PW - UNIFORM SVC (FACILITIES)
		36.50	PW - UNIFORM SVC (LANDSCAPE)
		29.37	PW - UNIFORM SVC (ROADS)
		20.63	PW - UNIFORM SVC (WTR PROD)
		17.45	PW - UNIFORM SVC (WTR DIST)
		21.19	PW - UNIFORM SVC (WTR CUST SVC)
		41.88	PW - UNIFORM SVC (FACILITIES)
		36.50	PW - UNIFORM SVC (LANDSCAPE)
		20.31	PW - UNIFORM SVC (ROADS)
		20.63	PW - UNIFORM SVC (WTR PROD)
		17.45	PW - UNIFORM SVC (WTR DIST)
		21.19	PW - UNIFORM SVC (WTR CUST SVC)
		.00	PW - UNIFORM SVC (WTR CUST SVC)
		41.88	PW - UNIFORM SVC (FACILITIES)
		36.50	PW - UNIFORM SVC (LANDSCAPE)
		20.31	PW - UNIFORM SVC (ROADS)
		20.63	PW - UNIFORM SVC (WTR PROD)
		17.45	PW - UNIFORM SVC (WTR DIST)
		21.19	PW - UNIFORM SVC (WTR CUST SVC)
		41.88	PW - UNIFORM SVC (FACILITIES)
		36.50	PW - UNIFORM SVC (LANDSCAPE)
		20.31	PW - UNIFORM SVC (ROADS)
		20.63	PW - UNIFORM SVC (WTR PROD)
		17.45	PW - UNIFORM SVC (WTR DIST)
		21.19	PW - UNIFORM SVC (WTR CUST SVC)
	Vendor Tota	648.69	
319512	CIT TECHNOLOGY FIN SERV, INC	527.84	PS - COPIER (4/21)
319529		175.90	PW - COPIER (4/21)
319797		527.84	PS - COPIER (5/21)
319834		175.90	PW - COPIER (5/21)
	Vendor Tota	1,407.48	
319499	CITY CLERK'S ASSOCIATION OF	35.00	CM - RECORDS MGMT WORKSHOP (HL)
	Vendor Tota	35.00	

**CITY OF PARAMOUNT
FINAL CHECK REGISTER
May 31, 2021
Pre-issue Checks**

Check Number	Vendor Name	Amount	Description
319513	CITY OF COVINA	67.31	UUT - SBC LONG DISTANCE - 3/21
	Vendor Tota	67.31	
14510	CITY OF PARAMOUNT PAYROLL	333.50	NET PAYROLL - SPEC 4/16
14517		298,108.17	NET PAYROLL - PPE 04/23
14536		319.82	NET PAYROLL - SPEC 4/30
14539		458.35	NET PAYROLL - SPEC 5/2
14547		621.53	NET PAYROLL - SPEC 5/7
14552		298,506.58	NET PAYROLL - PPE 05/07
14564		6,310.96	NET PAYROLL - VLBB 5/12
14568		205.38	NET PAYROLL - SPEC 5/13
14574		44.61	NET PAYROLL - SPEC 5/17
14577		310,916.19	NET PAYROLL - PPE 05/21
	Vendor Tota	915,825.09	
319871	CITY OF PARAMOUNT WATER DEPT	12,077.89	GEN - PARKS & FACILITIES (3/21 - 4/21)
		22,573.16	PW - MEDIAN IRRIGATION (3/21 - 4/21)
		737.69	GEN - ASSESSMENT DISTRICT (3/21 - 4/21)
		37.08	GEN - CLRWTR BUILDING (3/21 - 4/21)
		240.04	GEN - PARAMOUNT PARK (3/21 - 4/21)
		240.04	PW - PARAMOUNT PARK (3/21 - 4/21)
	Vendor Tota	35,905.90	
319696	CITY OF SANTA FE SPRINGS	21,702.54	PW - TRAFFIC SIGNAL MNTC (3/21)
		8,173.15	CIP - NEIGHBORHOOD ENHANCEMENT PROGRAM
		24,790.72	PW - TRAFFIC SIGNAL MNTC (2/21)
		7,035.06	PW - TRAFFIC SIGNAL MNTC (1/21)
	Vendor Tota	61,701.47	
319608	CLEANSTREET	17,384.90	PW - STREET SWEEPING (4/21)
	Vendor Tota	17,384.90	
319906	COCA COLA ENTERPRISES	277.60	GEN - VENDING MACHINE (REIMB)
	Vendor Tota	277.60	
319514	COLANTUONO, HIGHSMITH &	165.42	CA - LEGAL SVCS(SCE COALITION) 1-3/21
	Vendor Tota	165.42	
319609	COLLI, GUSTAVO	155.00	PW - LANDSCAPE MNTC SUPPLIES
	Vendor Tota	155.00	
319723	COMMERCIAL BUILDING MANAGEMENT	10,120.05	PW - JANITORIAL SVCS (4/21)
	Vendor Tota	10,120.05	
319610	CONTINENTAL INTERPRETING	100.00	PS - TRANSLATION SVCS (PKG-4/21)
319653		198.40	PW - TRANSLATION SVCS(DDW NOTIFICATION)
		125.00	CC - TRANSLATION SVCS (AGENDA - 5/4)
		100.00	CC - TRANSLATION SVCS (AGENDA - 4/20)
		100.00	CC - TRANSLATION SVCS (AGENDA - 3/2)
	Vendor Tota	623.40	
319485	COPY R OFFICE SOLUTIONS	69.23	CSR - COM CTR COPIER (4/21)
319769		69.23	CSR - COM CTR COPIER (5/21)
	Vendor Tota	138.46	
319835	CORELOGIC SOLUTIONS, LLC	170.50	PS - PROPERTY DATA SVCS (5/21)
	Vendor Tota	170.50	
319907	CORONA, MARTHA	53.00	PARKING CITATION REFUND (CORONA)
	Vendor Tota	53.00	
319577	CORONEL, ANA	50.00	CSR - FACILITY DEPOSIT REFUND
	Vendor Tota	50.00	

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Check Number	Vendor Name	Amount	Description
319530	COUMPAROULES, STEVE	400.00	HR - EDUCATION REIMBURSEMENT (SC)
	Vendor Tota	400.00	
319611	D & S WINDOW COVERING, INC	308.00	PW - FACILITY MNTC SUPPLIES
	Vendor Tota	308.00	
319612	DATA TICKET, INC	5,739.46	PS - PARKING CITATION SVCS (3/21)
319668		200.00	PS - NOISE DISTURBANCE SVCS (3/21)
319872		190.00	PS - ADMIN CITATION SVCS (3/21)
319891		5,939.81	PS - PARKING CITATION SVCS (4/21)
		304.00	PS - STREET RACING CITATION SVCS (3/21)
		85.00	PS - STREET RACING CITATION SVCS (3/21)
	Vendor Tota	12,458.27	
319798	DAVILA	2.95	WTR DEP REF - 15618 OLIVA
	Vendor Tota	2.95	
319669	DAVIS, MICHAEL	300.00	CSR - FARMERS NIGHT MARKET (5/7)
	Vendor Tota	300.00	
319770	DE LAGE LANDEN	205.07	CSR - COM CTR COPIER (5/21)
	Vendor Tota	205.07	
319799	DELGADILLO	24.37	WTR DEP REF - 6841 SEVERN
	Vendor Tota	24.37	
319681	DELL MARKETING L.P.	2,158.88	GEN - CONTINGENCY WORKSTATIONS (2)
	Vendor Tota	2,158.88	
319873	DEPT OF TRANSPORTATION	1,424.63	PW - TRAFFIC SIGNAL MNTC (1/21 - 3/21)
	Vendor Tota	1,424.63	
319554	DIAMOND ENVIRONMENTAL SERVICES	681.33	PW - DILLS PARK RESTROOM (4/21)
319613		325.91	PW - SALUD PARK RESTROOM (4/21)
319874		681.33	PW - DILLS PARK RESTROOM (5/21)
	Vendor Tota	1,688.57	
319596	DISCOUNT SCHOOL SUPPLY	2,434.90	CSR - STAR SUPPLIES
		2,403.89	CSR - STAR SUPPLIES
319741		239.19	CSR - STAR SUPPLIES
		152.41	CSR - STAR SUPPLIES
319771		2,463.76	CSR - STAR SUPPLIES
		2,441.02	CSR - STAR SUPPLIES
		2,397.40	CSR - STAR SUPPLIES
	Vendor Tota	12,532.57	
319515	EIDE BAILLY, LLP	4,000.00	FIN-STATE CONTROLLER'S RPT (FY20-CITY)
		1,200.00	FIN-STATE CONTROLLER'S RPT (FY20-PA)
		500.00	FIN-STATE CONTROLLER'S RPT (FY20-FA)
	Vendor Tota	5,700.00	
319937	EL TAPATIO	240.00	CSR - SENIOR HOT MEALS (COVID-19)
	Vendor Tota	240.00	
14545	ELAVON, INC	268.83	GEN - CS CREDIT CARD TERMINAL SVCS(4/21
14546		252.89	GEN - PL CREDIT CARD TERMINAL SVCS(4/21
	Vendor Tota	521.72	

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Check Number	Vendor Name	Amount	Description
14518	EMPLOYMENT DEVELOPMENT DEPT	11,170.42	STATE PAYROLL TAX - PPE 4/23
14548		1.38	STATE PAYROLL TAX - SPEC 5/7
14555		11,111.61	STATE PAYROLL TAX - PPE 5/7
14566		529.92	STATE PAYROLL TAX - VLBB 5/12
14567		28,004.51	UNEMPLOYMENT INSURANCE (1/21 - 3/21)
		-14,099.50	UI CARES ACT CREDIT (1/21 - 3/21)
14578		11,091.33	STATE PAYROLL TAX - PPE 5/21
	Vendor Total	47,809.67	
319724	EUROFINS CALSCIENCE LLC	1,231.50	PW - WATER CHEMICAL TESTING
	Vendor Total	1,231.50	
319772	EZ CUSTOM COVERS	1,300.00	CP - CHRISTMAS TRAIN UPGRADE
	Vendor Total	1,300.00	
319555	FACILITY WERX, INC	1,169.37	PW - HOUSEHOLD SUPPLIES
319635		895.90	CSR - STAR SUPPLIES
319773		1,614.24	CSR - STAR SUPPLIES
319800		317.52	PW - HOUSEHOLD SUPPLIES
		80.66	PW - HOUSEHOLD SUPPLIES
	Vendor Total	4,077.69	
319486	FAIR HOUSING FOUNDATION	1,408.86	FIN - FAIR HOUSING SVCS (3/21)
		1,369.39	FIN - FAIR HOUSING SVCS (2/21)
		1,228.67	FIN - FAIR HOUSING SVCS (1/21)
	Vendor Total	4,006.92	
319908	FARIAS, JOSE JAIME	48.00	PARKING CITATION REFUND (FARIAS)
	Vendor Total	48.00	
319487	FEDEX	161.16	GEN - POSTAGE EXPENSE
	Vendor Total	161.16	
319556	FERGUSON ENTERPRISES, INC	175.17	PW - FACILITY MNTC SUPPLIES
		30.42	PW - FACILITY MNTC SUPPLIES
319654		91.74	PW - FACILITY MNTC SUPPLIES
319875		222.02	PW - FACILITY MNTC SUPPLIES
		133.34	PW - FACILITY MNTC SUPPLIES
	Vendor Total	652.69	
319682	FILE KEEPERS, LLC	186.39	PS - SHREDDING SVCS (4/21)
319909		186.38	PS - SHREDDING SVCS (3/21)
	Vendor Total	372.77	
319725	FIRST VEHICLE SERVICES	27,044.58	PW - VEHICLE MNTC SVCS (5/21)
		10,700.94	PW - VEHICLE NON-CONTRACT MNTC (4/21)
	Vendor Total	37,745.52	
319614	FORD MOTOR CREDIT COMPANY LLC	18,140.65	PW - BOOM TRUCK (8526706) - PRINCIPAL
		1,745.30	PW - BOOM TRUCK (8526706) - INTEREST
		10,197.81	PW - COMBO TRUCK (8526707) - PRINCIPAL
		981.12	PW - COMBO TRUCK (8526707) - INTEREST
		7,304.15	PW - TRUCK LEASE (8526705) - PRINCIPAL
		702.73	PW - TRUCK LEASE (8526705) - INTEREST
319851		29,621.74	PW - GRAFFITI TRUCK (8526704) PRINCIPAL
		1,318.15	PW - GRAFFITI TRUCK (8526704) INTEREST
	Vendor Total	70,011.65	
319742	FOSTER, REGINALD	150.00	FACILITY DEPOSIT REFUND (FOSTER, #6442)
	Vendor Total	150.00	
319774	FRONTIER COMMUNICATIONS OF CA	91.65	GEN - PS CIRCUIT LINE (5/21)
	Vendor Total	91.65	

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Check Number	Vendor Name	Amount	Description
319801	FULLER ENGINEERING INC	777.19	PW - FACILITY MNTC SUPPLIES
	Vendor Tota	777.19	
319743	FUN EXPRESS	261.81	CSR - STAR SUPPLIES
		123.02	CSR - STAR SUPPLIES
	Vendor Tota	384.83	
319615	FUSION	209.08	GEN - STATION INTERNET (5/21)
		189.71	GEN - PROGRESS PLAZA INTERNET (5/21)
		162.61	GEN - PARAMOUNT PARK INTERNET (5/21)
319910		209.08	GEN - STATION INTERNET (6/21)
		189.71	GEN - PROGRESS PLAZA INTERNET (6/21)
		162.61	GEN - PARAMOUNT PARK INTERNET (6/21)
	Vendor Tota	1,122.80	
319846	GARIBALDO'S NURSERY	468.66	PW - LANDSCAPE MNTC SUPPLIES
	Vendor Tota	468.66	
319802	GAS COMPANY	3,274.97	GEN - FACILITIES NATURAL GAS (4/21)
		593.62	PW - WELLS #13 & #14 NATURAL GAS (4/21)
	Vendor Tota	3,868.59	
319803	GENESIS BEAUTY SALON	10,000.00	PL - SBA RELIEF (GENESIS BEAUTY SALON)
	Vendor Tota	10,000.00	
319775	GOLDEN STATE WATER COMPANY	479.20	PW - MEDIAN IRRIGATION (4/21)
		3,656.62	GEN - ALL AMERICAN PARK WATER (4/21)
	Vendor Tota	4,135.82	
319911	GOLDEN, ROBERT	101.00	PARKING CITATION REFUND (GOLDEN)
	Vendor Tota	101.00	
319804	GOMEZ	22.31	WTR DEP REF - 8125 RANCHO ARROYO
	Vendor Tota	22.31	
319616	GOMEZ, JUAN	200.00	PS - HOME SECURITY REBATE PROGRAM
	Vendor Tota	200.00	
319805	GONZALEZ	15.10	WTR DEP REF - 15559 ILLINOIS
	Vendor Tota	15.10	
319912	GONZALEZ, SOTERA	57.00	PARKING CITATION REFUND (GONZALEZ)
	Vendor Tota	57.00	
319776	GOVCONNECTION, INC	3,246.53	CIP - PHONE SYSTEM UPGRADE
	Vendor Tota	3,246.53	
319531	GRAINGER	103.58	PW - FACILITY MNTC SUPPLIES
		53.69	PW - WATER OPER MNTC SUPPLIES
		32.55	PW - WATER OPER MNTC SUPPLIES
319913		79.79	PW - FACILITY MNTC SUPPLIES
	Vendor Tota	269.61	
319697	GREENFIELDS OUTDOOR FITNESS,	470.50	PW - LANDSCAPE MNTC SUPPLIES
	Vendor Tota	470.50	
319806	GUS'S DELI BBQ & GRILL	10,000.00	PL - SBA RELIEF (EASTERN PROVISIONS)
	Vendor Tota	10,000.00	
319636	H & H NURSERY INC.	268.73	CSR - STAR SUPPLIES
319876		174.80	PW - LANDSCAPE MNTC SUPPLIES
	Vendor Tota	443.53	

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319580	HAZEN AND SAWYER	5,400.00	PW - PFAS WATER ANALYSIS (3/21)
		2,365.00	PW - COLIFORM NOTIFICATION PREPARATION
	Vendor Total	7,765.00	
319557	HDL COREN & CONE	3,150.00	SA - PROPERTY TAX SVCS (4/21 - 6/21)
		3,150.00	SA - PROPERTY TAX SVCS (1/21 - 3/21)
	Vendor Total	6,300.00	
319488	HI-WAY SAFETY INC	2,483.49	PW - STREET MNTC SUPPLIES
319852		953.88	PW - STREET MNTC SUPPLIES
	Vendor Total	3,437.37	
319670	HOME DEPOT CRC/GEFC	300.39	CSR - FARMERS NIGHT MARKET
		109.91	CSR - STAR SUPPLIES
	Vendor Total	410.30	
319672	HOME DEPOT/GEFC	545.65	PW - STREET MNTC SUPPLIES
		312.50	PW - FACILITY MNTC SUPPLIES
		170.23	PW - FACILITY MNTC SUPPLIES
		150.63	PW - FACILITY MNTC SUPPLIES
		706.54	PW - GENERAL SMALL TOOLS
		4.72	PW - FACILITY MNTC SUPPLIES
		609.79	PW - GRAFFITI REMOVAL SUPPLIES
		36.87	PW - FACILITY MNTC SUPPLIES
		285.93	PW - FACILITY MNTC SUPPLIES
		38.42	PW - LANDSCAPE MNTC SUPPLIES
		286.46	PW - FACILITY MNTC SUPPLIES
		579.10	PW - FACILITY MNTC SUPPLIES
		67.67	PW - STREET MNTC SUPPLIES
		136.45	PW - LANDSCAPE MNTC SUPPLIES
		89.20	PW - FACILITY MNTC SUPPLIES
		19.80	PW - FACILITY MNTC SUPPLIES
		145.20	PW - FACILITY MNTC SUPPLIES
		293.84	PW - LANDSCAPE MNTC SUPPLIES
		176.86	PW - FACILITY MNTC SUPPLIES
		188.92	PW - FACILITY MNTC SUPPLIES
		49.38	PW - GRAFFITI REMOVAL SUPPLIES
		59.25	PW - FACILITY MNTC SUPPLIES
		47.55	PW - FACILITY MNTC SUPPLIES
		102.04	PW - GRAFFITI REMOVAL SUPPLIES
		14.55	PW - FACILITY MNTC SUPPLIES
		374.77	PW - FACILITY MNTC SUPPLIES
		134.41	PW - FACILITY MNTC SUPPLIES
		532.35	PW - FACILITY MNTC SUPPLIES
		64.85	PW - FACILITY MNTC SUPPLIES
		1,189.78	PW - GRAFFITI REMOVAL SUPPLIES
		169.14	PW - GRAFFITI REMOVAL SUPPLIES
		35.20	PW - GRAFFITI REMOVAL SUPPLIES
		69.39	PW - LANDSCAPE MNTC SUPPLIES
		530.46	PW - FACILITY MNTC SUPPLIES
		67.36	PW - FACILITY MNTC SUPPLIES
		55.75	PW - LANDSCAPE MNTC SUPPLIES
		51.50	PW - FACILITY MNTC SUPPLIES
		168.93	PW - GRAFFITI REMOVAL SUPPLIES
		141.01	PW - LANDSCAPE MNTC SUPPLIES
		17.08	PW - FACILITY MNTC SUPPLIES
		25.63	PW - FACILITY MNTC SUPPLIES
		3,570.68	PW - FACILITY MNTC SUPPLIES
		-55.09	PW - LANDSCAPE MNTC SUPPLIES (CREDIT)
	Vendor Total	12,260.75	

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319558	HUMAN SERVICES ASSOCIATION	2,003.90	CSR - ENP MEALS (3/21)
319914		1,455.80	CSR - ENP MEALS (HOME DEL) - 4/21
	Vendor Tota	3,459.70	
319915	IBRAHIM, NABIL EL-HAJ	48.00	PARKING CITATION REFUND (IBRAHIM)
	Vendor Tota	48.00	
319877	IMAGE 2000, INC	33.92	FIN - COPIER MNTC (5/21)
		33.92	CSR - COPIER MNTC (5/21)
	Vendor Tota	67.84	
319597	INK HEAD DESIGN & PRINTS	2,089.24	CSR - STAR UNIFORMS
		1,943.51	CSR - STAR UNIFORMS
		1,526.76	CSR - STAR UNIFORMS
		928.03	CSR - STAR UNIFORMS
		802.34	CSR - STAFF UNIFORMS
		643.58	CSR - STAR UNIFORMS
		259.09	CSR - UNIFORMS
319744		1,141.09	PW - UNIFORMS (LANDSCAPE)
319777		441.00	CSR - STAFF UNIFORMS
		82.69	CSR - RECREATION SUPPLIES
319836		10,000.00	PL - SBA RELIEF (INK HEAD DESIGN)
319837		1,340.08	PW - UNIFORMS (LANDSCAPE)
319938		370.24	CP - EXPLORE PARAMOUNT SUPPLIES
	Vendor Tota	21,567.65	
319807	INSITUFORM TECHNOLOGIES, LLC	697.51	WTR DEP REF - 8498 MONROE/DOWNEY
	Vendor Tota	697.51	
14511	INTERNAL REVENUE SERVICE	20.80	FED PAYROLL TAX - SPEC 4/16
		11.28	MEDICARE PAYMENT - SPEC 4/16
14519		31,453.35	FED PAYROLL TAX - PPE 4/23
		10,973.90	MEDICARE PAYMENT - PPE 4/23
14537		10.18	MEDICARE PAYMENT - SPEC 4/30
14540		34.92	FED PAYROLL TAX - SPEC 5/2
		15.72	MEDICARE PAYMENT - SPEC 5/2
14549		16.71	FED PAYROLL TAX - SPEC 5/7
		20.38	MEDICARE PAYMENT - SPEC 5/7
14556		31,756.11	FED PAYROL TAX - PPE 5/7
		11,021.70	MEDICARE PAYMENT - PPE 5/7
14565		1,357.69	FED PAYROLL TAX - VLBB 5/12
		241.26	MEDICARE PAYMENT - VLBB 5/12
14569		6.31	FED PAYROLL TAX - SPEC 5/13
		6.74	MEDICARE PAYMENT - SPEC 5/13
14575		1.42	MEDICARE PAYMENT - SPEC 5/17
14579		32,016.60	FED PAYROLL TAX - PPE 5/21
		11,428.70	MEDICARE PAYMENT - PPE 5/21
	Vendor Tota	130,393.77	
319699	J & B MATERIALS	335.93	PW - FACILITY MNTC SUPPLIES
319878		167.97	PW - FACILITY MNTC SUPPLIES
	Vendor Tota	503.90	

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319489	JANKOVICH COMPANY	200.45	CSR - FLEET FUEL (4/8 - 4/14)
319516		1,142.68	PS - FLEET FUEL (4/1 - 4/7)
		1,122.94	PS - FLEET FUEL (4/8 - 4/14)
319559		125.46	PS - FLEET FUEL (4/8 - 4/14)
		28.17	PS - FLEET FUEL (4/8 - 4/14)
319617		1,302.71	PS - FLEET FUEL (4/15 - 4/21)
		166.78	PS - FLEET FUEL (4/15 - 4/21)
		51.72	PS - FLEET FUEL (4/15 - 4/21)
		35.98	CSR - FLEET FUEL (4/15 - 4/21)
319673		294.18	PS - FLEET FUEL (4/22 - 4/30)
		94.05	CSR - FLEET FUEL (4/22 - 4/30)
		44.17	PS - FLEET FUEL (4/22 - 4/30)
319726		1,879.53	PS - FLEET FUEL (4/22 - 4/30)
		1,057.60	PW - FLEET FUEL (4/22 - 4/30)
		1,031.24	PW - FLEET FUEL (4/22 - 4/30)
		902.07	PW - FLEET FUEL (4/1 - 4/7)
		824.42	PW - FLEET FUEL (4/22 - 4/30)
		806.84	PW - FLEET FUEL (4/8 - 4/14)
		743.79	PW - FLEET FUEL (4/1 - 4/7)
		701.69	PW - FLEET FUEL (4/15 - 4/21)
		693.39	PW - FLEET FUEL (4/15 - 4/21)
		681.14	PW - FLEET FUEL (4/8 - 4/14)
		521.88	PW - FLEET FUEL (4/15 - 4/21)
		295.55	PW - FLEET FUEL (4/22 - 4/30)
		255.42	PW - FLEET FUEL (4/8 - 4/14)
		253.73	PW - FLEET FUEL (4/1 - 4/7)
		221.91	PW - FLEET FUEL (4/15 - 4/21)
		194.66	PW - FLEET FUEL (4/8 - 4/14)
		185.24	PW - FLEET FUEL (4/8 - 4/14)
		158.57	PW - FLEET FUEL (4/22 - 4/30)
		152.16	PW - FLEET FUEL (4/15 - 4/21)
		150.81	PW - FLEET FUEL (4/1 - 4/7)
		122.17	PW - FLEET FUEL (4/8 - 4/14)
		118.04	PL - FLEET FUEL (4/22 - 4/30)
		113.09	PW - FLEET FUEL (4/22 - 4/30)
		94.74	PW - FLEET FUEL (4/1 - 4/7)
		87.69	PW - FLEET FUEL (4/1 - 4/7)
		37.71	PL - FLEET FUEL (5/1 - 5/7)
319778		45.49	CSR - FLEET FUEL (5/1 - 5/7)
319838		1,443.52	PS - FLEET FUEL (5/1 - 5/7)
		435.82	PS - FLEET FUEL (5/1 - 5/7)
		50.93	PS - FLEET FUEL (5/1 - 5/7)
319916		1,437.85	PS - FLEET FUEL (5/8 - 5/14)
		306.73	PS - FLEET FUEL (5/8 - 5/14)
		18.60	PW - FLEET FUEL (5/8 - 5/14)
	Vendor Total	20,633.31	
319700	JHM SUPPLY LANDSCAPE AND	557.07	PW - LANDSCAPE MNTC SUPPLIES
	Vendor Total	557.07	
319701	JMD NET	2,500.00	GEN - COMPUTER NETWORK SUPPORT (4/21)
	Vendor Total	2,500.00	
319727	JMG SECURITY SYSTEMS, INC	1,997.00	PW - ALARM INSTALLATION (WELL #15)
		597.30	PW - SECURITY SYSTEM MNTC (CITY YARD)
	Vendor Total	2,594.30	
319500	JOE GONSALVES & SON INC	3,000.00	CC - LEGISLATIVE LOBBYIST (5/21)
319853		3,000.00	CC - LEGISLATIVE LOBBYIST (6/21)
	Vendor Total	6,000.00	

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319532	JOHN L HUNTER	1,113.75	PW - STORMWATER MGMT SVCS (2/21)
319702		1,246.25	PW - STORMWATER MGMT SVCS (3/21)
	Vendor Tota	2,360.00	
319703	JOHN'S WHOLESALE ELECTRIC, INC	690.77	PW - FACILITY MNTC SUPPLIES
319879		275.07	PW - FACILITY MNTC SUPPLIES
	Vendor Tota	965.84	
319854	JOSE M LOZA	850.00	CIP - UTILITY BOX MURAL (ALONDRA)
	Vendor Tota	850.00	
319637	JUNE MARKET, LLC	10,000.00	PL - SBA RELIEF (JUNE MARKET)
	Vendor Tota	10,000.00	
319501	JUNIOR'S CONSTRUCTION, INC	36,347.25	CIP - PROGRESS PLAZA IMP (CNRA)
319779		65,425.04	CIP - PROGRESS PLAZA IMP (CNRA)
		5,700.00	CIP - PROGRESS PLAZA IMP (CNRA)
		4,500.00	CIP - PROGRESS PLAZA IMP (CNRA)
319855		1,300.00	CIP - PROGRESS PLAZA IMP (CNRA)
319917		79,963.94	CIP - PROGRESS PLAZA IMP (CNRA)
		34,250.00	CIP - PROGRESS PLAZA IMP (CNRA)
		17,580.00	PW - ADA RAMPS (JEFFERSON/VERMONT)
	Vendor Tota	245,066.23	
319490	KELTERITE CORPORATION	209.80	PW - STREET MNTC SUPPLIES
319560		616.52	PW - STREET MNTC SUPPLIES
319704		414.16	PW - STREET MNTC SUPPLIES
	Vendor Tota	1,240.48	
319780	KEN'S WELDING	1,395.00	CP - CHRISTMAS TRAIN UPGRADE
		890.00	PW - FACILITY MNTC SVCS
		630.00	PW - FACILITY MNTC SVCS
		340.00	PW - FACILITY MNTC SVCS
	Vendor Tota	3,255.00	
319581	KINGDOM CAUSES BELLFLOWER	2,243.95	PS - RENTAL ASSISTANCE ADMIN (3/21)
	Vendor Tota	2,243.95	
319533	KLM, INC.	2,972.36	PW - BOILER REPAIR (CITY HALL)
319582		582.66	PW - A/C MNTC SVCS (STATION)
		310.00	PW - A/C MNTC SVCS (COM CTR)
		270.00	PW - BOILER MNTC (PMT POOL)
		225.00	PW - A/C MNTC SVCS(GYM)
		190.00	PW - KITCHEN REF MNTC
		150.00	PW - A/C MNTC SVCS (STATION)
319638		17,000.00	CIP - PROGRESS PLAZA A/C REPLACEMENT
319728		1,400.00	PW - BOILER MNTC
		729.57	PW - A/C SYSTEM MNTC (CITY HALL)
		602.83	PW - A/C SYSTEM MNTC (CITY YARD)
		508.17	PW - A/C SYSTEM MNTC (MARIPOSA)
		325.00	PW - A/C SYSTEM MNTC (PROGRESS PLAZA)
		320.00	PW - KITCHEN REF MNTC (PROGRESS PARK)
		225.00	PW - A/C SYSTEM MNTC (CLRWTR)
		225.00	PW - KITCHEN REF MNTC (CLRWTR)
		191.00	PW - A/C SYSTEM MNTC (SPANE PARK)
		140.00	PW - A/C SYSTEM MNTC (FINE ARTS CENTER)
319856		2,950.00	PW - A/C SYSTEM SVCS (MARIPOSA)
	Vendor Tota	29,316.59	
319808	KOSOL	19.91	WTR DEP REF - 8757 CHESTER
	Vendor Tota	19.91	

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Check Number	Vendor Name	Amount	Description
319618	KTS NETWORKS, INC.	105.00	GEN - TELEPHONE MNTC (4/14)
	Vendor Tota	105.00	
319655	L A COUNTY DEPT OF PUBLIC WORK	2,349.05	PW - INDUSTRIAL WASTE SVCS (3/21)
	Vendor Tota	2,349.05	
319561	L A COUNTY DISTRICT ATTORNEY	11,814.80	PS - D.A. LEGAL SVCS (3/21)
319839		1,366.74	PS - LEGAL SVCS (12/20 - 2/21)
319892		11,814.80	PS - D.A. LEGAL SVCS (4/21)
	Vendor Tota	24,996.34	
319598	L A COUNTY SHERIFF	7,621.67	PS - CRIME SUPPRESSION (SCOPS) - 3/21
		7,621.67	PS - CRIME SUPPRESSION (3/21)
		14,363.32	PS - TRANSIT ENFORCEMENT (3/21)
		1,944.54	PS - PARTY PATROL (SCOPS) - 3/21
		804.36	PS - CRIME SUPPRESSION (SCOPS) - 3/21
		2,649.39	PS - SPECIAL OPERATIONS (3/21)
		2,198.65	PS - HELICOPTER SVCS (3/21)
		553.30	PS - HELICOPTER SVCS (8/20)
319809		476,650.80	PS - GENERAL LAW ENFORCEMENT (4/21)
		135,412.12	PS - SPECIAL ASSIGNMENT OFFICER (4/21)
		44,260.50	PS - SERGEANT SERVICES (4/21)
		421.26	PS - VEHICLE MDC (4/21)
	Vendor Tota	694,501.58	
319745	LAKESHORE LEARNING MATERIAL	286.94	CSR - STAR SUPPLIES
		221.86	CSR - STAR SUPPLIES
		95.15	CSR - STAR SUPPLIES
	Vendor Tota	603.95	
319639	LATINA'S ART FOUNDATION	5,000.00	CP - COMMUNITY ORG FUNDING
	Vendor Tota	5,000.00	
319893	LEAD TECH ENVIRONMENTAL	888.00	PL - LEAD & ASBESTOS TEST(6506 SAN LUIS
	Vendor Tota	888.00	
319810	LINCOLN AQUATICS	695.14	PW - FACILITY MNTC SUPPLIES
		50.64	PW - FACILITY MNTC SUPPLIES
319918		151.20	PW - FACILITY MNTC SUPPLIES
	Vendor Tota	896.98	
319491	LINCOLN NATIONAL LIFE INS CO	1,358.28	LIFE INSURANCE (4/21)
		3,274.85	DISABILITY INSURANCE (4/21)
		492.91	VOLUNTARY LIFE INSURANCE (4/21)
319746		1,367.94	LIFE INSURANCE (5/21)
		3,298.36	DISABILITY INSURANCE (5/21)
319747		492.91	VOLUNTARY LIFE INSURANCE (5/21)
	Vendor Tota	10,285.25	

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Check Number	Vendor Name	Amount	Description
319705	LINDSAY LUMBER CO., INC	385.28	PW - FACILITY MNTC SUPPLIES
		137.07	PW - FACILITY MNTC SUPPLIES
		115.96	PW - FACILITY MNTC SUPPLIES
		115.27	PW - LANDSCAPE MNTC SUPPLIES
		103.14	PW - FACILITY MNTC SUPPLIES
		58.37	PW - FACILITY MNTC SUPPLIES
		54.11	PW - WATER OPER MNTC SUPPLIES
		39.13	PW - FACILITY MNTC SUPPLIES
		38.11	PW - LANDSCAPE MNTC SUPPLIES
		36.77	PW - FACILITY MNTC SUPPLIES
		32.09	PW - FACILITY MNTC SUPPLIES
		28.55	PW - STREET MNTC SUPPLIES
		27.55	PW - STREET MNTC SUPPLIES
		27.55	PW - STREET MNTC SUPPLIES
		27.55	PW - STREET MNTC SUPPLIES
		26.43	PW - LANDSCAPE MNTC SUPPLIES
		25.91	PW - STREET MNTC SUPPLIES
		20.54	PW - FACILITY MNTC SUPPLIES
		20.22	PW - STREET MNTC SUPPLIES
		19.80	PW - FACILITY MNTC SUPPLIES
		17.61	PW - STREET MNTC SUPPLIES
		17.18	PW - FACILITY MNTC SUPPLIES
		17.18	PW - FACILITY MNTC SUPPLIES
		15.60	PW - FACILITY MNTC SUPPLIES
		15.21	PW - FACILITY MNTC SUPPLIES
		12.11	PW - STREET MNTC SUPPLIES
		9.23	PW - FACILITY MNTC SUPPLIES
		8.80	PW - WATER OPER MNTC SUPPLIES
		8.79	PW - STREET MNTC SUPPLIES
		7.98	PW - FACILITY MNTC SUPPLIES
		7.92	PW - FACILITY MNTC SUPPLIES
		6.60	PW - LANDSCAPE MNTC SUPPLIES
		5.82	PW - STREET MNTC SUPPLIES
319729		355.09	PW - GRAFFITI REMOVAL SUPPLIES
		160.22	PW - GRAFFITI REMOVAL SUPPLIES
		117.26	PW - GRAFFITI REMOVAL SUPPLIES
		71.35	PW - GRAFFITI REMOVAL SUPPLIES
		45.82	PW - GRAFFITI REMOVAL SUPPLIES
	Vendor Tota	2,239.17	
319492	LONG BEACH TRANSIT	108,575.00	CSR - LB TRANSIT SVCS (1/21 - 3/21)
	Vendor Tota	108,575.00	
319583	LOPEZ, BRYANT	340.00	PW - BACKFLOW PREVENTION CERTIFICATION
	Vendor Tota	340.00	
319840	M & J RESTAURANT, INC	10,000.00	PL - SBA RELIEF (M & J RESTAURANTS)
	Vendor Tota	10,000.00	
319781	M. HARA LAWNMOWER CENTER	306.51	PW - LANDSCAPE MNTC SUPPLIES
	Vendor Tota	306.51	
319562	M/D PLUMBING	150.00	PW - FACILITY MNTC SVCS
	Vendor Tota	150.00	
319811	MADRID	7.61	WTR DEP REF - 6830 SAN MATEO
319812		27.61	WTR DEP REF - 6832 SAN MATEO
	Vendor Tota	35.22	
319857	MALMER STRAPPING CO, INC.	66.15	PW - STREET MNTC SUPPLIES
	Vendor Tota	66.15	

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Check Number	Vendor Name	Amount	Description
319619	MANZANO, CARMEN A	100.00	PL - AIR PURIFIER & HVAC REBATE
	Vendor Tota	100.00	
319858	MARTIN R JOHNSON	150.00	CSR - SPECIAL EVENT SVCS
319859		150.00	CP - COVID-19 CITY MEMORIAL
	Vendor Tota	300.00	
319813	MARTINEZ	6.44	WTR DEP REF - 14926 INDIANA #3 & #4
	Vendor Tota	6.44	
14573	MATRIX TRUST TPA 000363	4,427.35	RETIREE HEALTH TRUST (6/21) - ADJ
319880		39,749.68	RETIREE HEALTH TRUST (7/21)
		39,749.68	RETIREE HEALTH TRUST (8/21)
		39,749.68	RETIREE HEALTH TRUST (9/21)
	Vendor Tota	123,676.39	
319592	MB PAINTING	24,995.00	CIP - CITY HALL/CLRWTR EXTERIOR PAINT
	Vendor Tota	24,995.00	
319814	MCMASTER-CARR SUPPLY CO	217.88	PW - HOUSEHOLD SUPPLIES
	Vendor Tota	217.88	
319493	MDG ASSOCIATES, INC	14,321.25	PL - CDBG-CV TA ADMIN SVCS (3/21)
		4,300.00	PL - SBA RELIEF ADMIN SVCS (3/21)
319502		4,463.75	FIN - CDBG PROGRAM ADMIN (3/21)
		2,880.00	PL - RES ADMIN (15360 PERILLA) - 3/21
		1,800.00	PL - COM ADMIN (15504-08 PARAMOUNT)3/21
	Vendor Tota	27,765.00	
319683	MEZA, BOB	525.00	CP - COVID-19 CITY MEMORIAL
	Vendor Tota	525.00	
319563	MICHAEL BAKER INTERNATIONAL	3,372.50	PL - PLANNING SVCS (3/21)
319815		1,971.25	PL - PLANNING SVCS (4/21)
	Vendor Tota	5,343.75	
319860	MMASC	90.00	PS - MMASC MEMBERSHIP (MM)
	Vendor Tota	90.00	
319620	MOBILE RELAY ASSOCIATES	725.00	GEN - WIRELESS SITE RENT (5/21)
319939		725.00	GEN - WIRELESS SITE RENT (6/21)
	Vendor Tota	1,450.00	
319640	MOORE IACOFANO GOLTSMAN, INC	7,257.50	PL - HOUSING ELEMENT (3/21) - LEAP
	Vendor Tota	7,257.50	
319816	MORALES	45.24	WTR DEP REF - 15501 LAKEWOOD
	Vendor Tota	45.24	
319684	MRC SMART TECHNOLOGY SOLUTIONS	1,571.00	GEN - PRINTER TONER (5/21)
	Vendor Tota	1,571.00	
319706	MRS ENVIRONMENTAL INC	34,354.27	PL - ENV ANALYSIS (WORLD ENERGY) - 4/21
	Vendor Tota	34,354.27	
319817	MUNIZ	26.75	WTR DEP REF - 6813 72ND
	Vendor Tota	26.75	
319656	NAPA AUTO PARTS	25.45	PW - FACILITY MNTC SUPPLIES
	Vendor Tota	25.45	
319534	NEVAREZ, MARTHA	100.00	PL - AIR PURIFIER & HVAC REBATE
	Vendor Tota	100.00	
319707	NIKKI'S FLAGS	498.32	PW - FLAGS (CITY HALL)
	Vendor Tota	498.32	

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Check Number	Vendor Name	Amount	Description
319919	NYBERG, PATRICK	48.00	PARKING CITATION REFUND (NYBERG)
	Vendor Tota	48.00	
319494	OFFICE DEPOT, INC.	407.98	CSR - STAR SUPPLIES
		173.48	CSR - STAR SUPPLIES
319517		593.24	GEN - PRINTER TONER
319599		1,084.73	CSR - STAR SUPPLIES
		991.59	CSR - STAR SUPPLIES
		983.15	CSR - STAR SUPPLIES
		854.27	CSR - STAR SUPPLIES
		754.98	CSR - STAR SUPPLIES
		569.06	CSR - STAR SUPPLIES
		274.74	CSR - STAR SUPPLIES
		222.96	CSR - STAR SUPPLIES
		142.44	CSR - STAR SUPPLIES
		102.37	CSR - STAR SUPPLIES
		49.39	CSR - STAR SUPPLIES
		49.25	CSR - STAR SUPPLIES
		21.08	CSR - STAR SUPPLIES
		15.83	CSR - STAR SUPPLIES
		15.42	CSR - STAR SUPPLIES
		9.91	CSR - STAR SUPPLIES
319748		994.90	CSR - STAR SUPPLIES
		984.29	CSR - STAR SUPPLIES
		980.51	CSR - STAR SUPPLIES
		980.51	CSR - STAR SUPPLIES
		951.53	CSR - STAR SUPPLIES
		913.97	CSR - STAR SUPPLIES
		754.80	CSR - STAR SUPPLIES
		675.70	CSR - STAR SUPPLIES
		620.93	CSR - STAR SUPPLIES
		280.97	CSR - STAR SUPPLIES
		182.60	CSR - STAR SUPPLIES
		173.63	CSR - STAR SUPPLIES
		165.32	CSR - STAR SUPPLIES
		165.32	CSR - STAR SUPPLIES
		137.76	CSR - STAR SUPPLIES
		129.85	CSR - STAR SUPPLIES
		37.47	CSR - STAR SUPPLIES
		20.54	CSR - STAR SUPPLIES
		16.70	CSR - STAR SUPPLIES
319782		160.72	CSR - OFFICE SUPPLIES
		99.21	CSR - OFFICE SUPPLIES
		42.99	CSR - OFFICE SUPPLIES
		14.42	CSR - OFFICE SUPPLIES
	Vendor Tota	16,800.51	

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Check Number	Vendor Name	Amount	Description
319503	OFFICE SOLUTIONS	77.97	CM - OFFICE SUPPLIES
319535		168.67	PW - OFFICE SUPPLIES
319564		108.81	PW - OFFICE SUPPLIES
		108.25	GEN - OFFICE SUPPLIES
		35.61	PW - OFFICE SUPPLIES
		17.81	GEN - OFFICE SUPPLIES
		-34.73	PW - OFFICE SUPPLIES (CREDIT)
319585		156.30	PW - OFFICE SUPPLIES
		27.62	PW - WATER OPER MNTC SUPPLIES
		20.03	PL - OFFICE SUPPLIES
319685		29.15	AS - OFFICE SUPPLIES
319708		67.41	PW - WATER OPER MNTC SUPPLIES
319818		1,638.32	GEN - PAPER STOCK
		69.40	GEN - OFFICE SUPPLIES
		31.70	PW - OFFICE SUPPLIES
		30.50	GEN - OFFICE SUPPLIES
		-108.81	PW - OFFICE SUPPLIES (CREDIT)
		-385.28	PW - OFFICE SUPPLIES (CREDIT)
319920		152.39	GEN - OFFICE SUPPLIES
	Vendor Tota	2,211.12	
319730	OLYMPIA, JENNIFER P	600.00	CIP - UTILITY BOX MURAL (8502 ALONDRA)
	Vendor Tota	600.00	
14544	OPENEDGE	2,157.27	GEN - UB WEB BANK CHARGES (4/21)
	Vendor Tota	2,157.27	
319565	OVERLAND PACIFIC & CUTLER INC	120.00	PL - PROPERTY MGMT SVCS (3/21)
319921		160.00	PL - PROPERTY MGMT SVCS (4/21)
	Vendor Tota	280.00	
319518	PACIFIC OFFICE PRODUCTS	101.20	PL - OFFICE SUPPLIES
319536		6.14	PL - OFFICE SUPPLIES
319621		44.97	PL - OFFICE SUPPLIES
		44.53	GEN - OFFICE SUPPLIES
	Vendor Tota	196.84	
319566	PACIFIC RIM AUTOMATION, INC.	1,543.50	PW - WATER SOFTWARE SUPPORT
319922		1,050.00	PW - SCADA SYSTEM MNTC (5/21)
	Vendor Tota	2,593.50	
319593	PARAMOUNT - TEPIC SISTER CITY	250.00	FACILITY DEPOSIT REFUND
	Vendor Tota	250.00	
319861	PARAMOUNT CHAMBER OF COMMERCE	350.00	CP - PULSE BEAT CITY SCAPE (5/21)
319894		10,000.00	PL - ECONOMIC DEVELOPMENT (PMT #4)
	Vendor Tota	10,350.00	
319586	PARAMOUNT JOURNAL	291.50	CM - PUBLISHED NOTICE (4/15)
319731		198.00	PL - PUBLISHED NOTICE (4/29)
		147.00	PL - PUBLISHED NOTICE (4/29)
		132.00	PL - PUBLISHED NOTICE (4/29)
	Vendor Tota	768.50	
319732	PARKINS & ASSOCIATES	1,250.00	PW - PARK MNTC CONSULTANT (4/21)
	Vendor Tota	1,250.00	
319733	PEREZ-LEON, DANALY	140.00	CSR - SALSA CLASS (4/21)
		616.00	CSR - FOLKLORICO CLASS (4/21)
		84.00	CSR - SALSA CLASS (3/21)
		448.00	CSR - FOLKLORICO CLASS (3/21)
	Vendor Tota	1,288.00	

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319537	PET WASTE ELIMINATOR	652.20	PW - LANDSCAPE MNTC SUPPLIES
319567		171.83	PW - LANDSCAPE MNTC SUPPLIES
319881		652.20	PW - LANDSCAPE MNTC SUPPLIES
	Vendor Tota	1,476.23	
319622	PETTY CASH	567.94	PETTY CASH REPLENISHMENT
319657		220.00	PC - PLANNING COMMISSION MEETING
319923		220.00	PC - PLANNING COMMISSION MEETING
319940		200.00	CSR - VACCINE CLINIC FOOD(COVID-19)5/30
	Vendor Tota	1,207.94	
319504	POLYDOT	3,362.50	CP - AROUND TOWN (4/21)
319538		5,085.48	PW - CONSUMER CONFIDENCE REPORT 2020
319749		453.05	PW - CLIMATE ACTION PLAN OUTREACH
319819		3,262.50	CP - AROUND TOWN (5/21)
319841		100.00	CP - AROUND TOWN (5/21) - ADJ
	Vendor Tota	12,263.53	
319709	POOL & ELECTRICAL PRODUCTS, INC	120.27	PW - FACILITY MNTC SUPPLIES
		108.88	PW - FACILITY MNTC SUPPLIES
319820		95.91	PW - FACILITY MNTC SUPPLIES
		54.23	PW - FACILITY MNTC SUPPLIES
319882		171.23	PW - FACILITY MNTC SUPPLIES
		97.17	PW - FACILITY MNTC SUPPLIES
	Vendor Tota	647.69	
319539	PREFERRED IMPRESSIONS, INC	404.62	PW - SNEEZE GUARDS (COVID-19)
	Vendor Tota	404.62	
319495	PRINTTIO	145.53	CSR - STREET BANNER REPAIR
		141.12	CSR - FARMER'S MARKET BANNER
319924		744.19	CP - EXPLORE PARAMOUNT SUPPLIES
		444.31	CP - EXPLORE PARAMOUNT SUPPLIES
	Vendor Tota	1,475.15	
319734	PROACTIVE CONSULTING GROUP,	2,800.00	CIP - WELL#16 SCAQMD PERMIT APPLICATION
	Vendor Tota	2,800.00	
319842	PSMP	305.13	PW - FACILITY MNTC SVCS
	Vendor Tota	305.13	
319540	PSOMAS	1,680.00	CIP - WSAB BIKEWAY PHASE 2 (3/21-ATP)
	Vendor Tota	1,680.00	
319710	Q DOXS	378.16	GEN - COLOR COPIER USAGE (4/21)
		206.00	GEN - COLOR COPIER OVERAGE (3/21)
		378.16	GEN - COLOR COPIER USAGE (5/21)
		107.20	GEN - COLOR COPIER OVERAGE (4/21)
		78.28	PL - COPIER USAGE (5/21)
		50.71	PL - COPIER USAGE OVERAGE (4/21)
		121.28	GEN - COPIER USAGE (4/21)
		121.28	GEN - COPIER USAGE (5/21)
		78.28	PL - COPIER USAGE (4/21)
319750		653.78	CSR - COPIER USAGE (4/21)
		340.97	CSR - COPIER USAGE OVERAGE (3/21)
319783		653.78	CSR - COPIER USAGE (5/21)
		143.26	CSR - COPIER USAGE OVERAGE (4/21)
	Vendor Tota	3,311.14	
319568	R.T.E. WELDING & TANK PARTS	1,133.46	PW - WATER OPER MNTC SUPPLIES
	Vendor Tota	1,133.46	

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Check Number	Vendor Name	Amount	Description
319821	RAMIREZ	3.49	WTR DEP REF - 7456 LIONEL
	Vendor Tota	3.49	
319541	RCI IMAGE SYSTEMS	1,900.93	PL - DOCUMENT IMAGING SVCS
	Vendor Tota	1,900.93	
319862	RED WING SHOE STORE	159.83	PW - WORK BOOTS (WTR DIST)
	Vendor Tota	159.83	
319623	REGISTRAR-RECORDER/L.A. COUNTY	2,555.25	PL - PUBLISHED NOTICE
319624		75.00	PL - PUBLISHED NOTICE (4/29)
		75.00	PL - PUBLISHED NOTICE (5/5)
		75.00	PL - PUBLISHED NOTICE (5/5)
319658		75.00	PL - PUBLISHED NOTICE (5/12)
		75.00	PL - PUBLISHED NOTICE (5/12)
319925		75.00	PL - PUBLISHED NOTICE (6/9)
	Vendor Tota	3,005.25	
14512	RELIANCE TRUST COMPANY	29.19	PT DEF COMP 457 - SPEC 4/16
14520		13,783.99	FT DEF COMP 457 - PPE 4/23
14521		10,510.45	PT DEF COMP 457 - PPE 4/23
14522		1,708.62	DEF COMP 457 ROTH - PPE 4/23
14538		26.34	PT DEF COMP 457 - SPEC 4/30
14541		40.63	PT DEF COMP 457 - SPEC 5/2
14550		52.69	PT DEF COMP 457 - SPEC 5/7
14557		13,859.41	FT DEF COMP 457 - PPE 5/7
14558		10,684.79	PT DEF COMP 457 - PPE 5/7
14559		1,731.87	DEF COMP 457 ROTH - PPE 5/7
14570		17.44	PT DEF COMP 457 - SPEC 5/13
14576		3.68	PT DEF COMP 457 - SPEC 5/17
14580		14,570.17	FT DEF COMP 457 - PPE 5/21
14581		11,487.31	PT DEF COMP 457 - PPE 5/21
14582		1,731.87	DEF COMP 457 ROTH - PPE 5/21
14523		157.66	401A EXEC LOAN PAYMENT - PPE 4/23
14524		1,068.85	401A LOAN PAYMENT - PPE 4/23
14525		1,414.44	457 LOAN PAYMENT - PPE 4/23
14560		157.66	401A EXEC LOAN PAYMENT - PPE 5/7
14561		1,068.85	401A LOAN PAYMENT - PPE 5/7
14562		1,414.44	457 LOAN PAYMENT - PPE 5/7
14583		157.66	401A EXEC LOAN PAYMENT - PPE 5/21
14584		1,068.85	401A LOAN PAYMENT - PPE 5/21
14585		1,414.44	457 LOAN PAYMENT - PPE 5/21
14526		665.54	FT 401 QUAL COMP - PPE 4/23
14563		665.54	FT 401 QUAL COMP - PPE 5/7
14586		665.54	FT 401 QUAL COMP - PPE 5/21
	Vendor Tota	90,157.92	
319895	RELOADED BARBER SHOP	10,000.00	PL - SBA RELIEF (RELOADED BARBER SHOP)
	Vendor Tota	10,000.00	
319822	RENTERIA	17.31	WTR DEP REF - 8209 OLANDA
	Vendor Tota	17.31	
319625	RETAIL MARKETING SERVICES	2,165.00	PW - CART SERVICES (3/21)
319883		2,055.00	PW - CART SERVICES (4/21)
	Vendor Tota	4,220.00	
319884	RIO VERDE NURSERY	1,121.57	PW - LANDSCAPE MNTC SUPPLIES
	Vendor Tota	1,121.57	

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Check Number	Vendor Name	Amount	Description
319735	RON'S MAINTENANCE	444.00	PW - CATCH BASIN MNTC (4/21)
		6,797.00	PW - CATCH BASIN MNTC (4/21)
	Vendor Tota	7,241.00	
319823	ROSS	35.00	WTR DEP REF - 15137 GUNDRY #D
	Vendor Tota	35.00	
319843	RPW SERVICES, INC.	190.00	PW - PEST CONTROL SVCS (COM CTR)
		190.00	PW - PEST CONTROL SVCS (COM CTR)
		120.00	PW - PEST CONTROL SVCS (SIDEWALKS)
		95.00	PW - PEST CONTROL SVCS (STATION)
		95.00	PW - PEST CONTROL SVCS (POND)
		90.00	PW - PEST CONTROL SVCS (CIVIC CENTER)
		88.00	PW - PEST CONTROL SVCS (GYM)
		88.00	PW - PEST CONTROL SVCS (PARAMOUNT PARK)
		88.00	PW - PEST CONTROL SVCS (PROGRESS PARK)
		88.00	PW - PEST CONTROL SVCS (DILLS PARK)
		88.00	PW - PEST CONTROL SVCS (SALUD PARK)
		88.00	PW - PEST CONTROL SVCS (SPAN PARK)
		80.00	PW - PEST CONTROL SVCS (CITY YARD)
		80.00	PW - PEST CONTROL SVCS (CITY YARD)
		80.00	PW - PEST CONTROL SVCS (ALL AMERICAN PA
		70.00	PW - PEST CONTROL SVCS (CITY HALL)
		65.00	PW - PEST CONTROL SVCS (FIREHOUSE)
		45.00	PW - PEST CONTROL SVCS (SNACK SHACK)
	Vendor Tota	1,728.00	
319641	S & S WORLDWIDE	328.28	CSR - STAR SUPPLIES
		237.93	CSR - STAR SUPPLIES
		158.72	CSR - STAR SUPPLIES
		106.12	CSR - STAR SUPPLIES
		88.16	CSR - STAR SUPPLIES
		63.88	CSR - STAR SUPPLIES
		48.91	CSR - STAR SUPPLIES
		42.05	CSR - STAR SUPPLIES
319659		288.22	CSR - STAR SUPPLIES
	Vendor Tota	1,362.27	
319519	SAGE SOFTWARE, INC	2,466.00	GEN - FIXED ASSET SOFTWARE (5/21-4/22)
	Vendor Tota	2,466.00	
319569	SALCO GROWERS, INC.	98.67	PW - LANDSCAPE MNTC SUPPLIES
		98.67	PW - LANDSCAPE MNTC SUPPLIES
		59.20	PW - LANDSCAPE MNTC SUPPLIES
	Vendor Tota	256.54	
319824	SANDOVAL	.08	WTR DEP REF - 7321 MOTZ
	Vendor Tota	.08	
319575	SANSON, KAREN	50.00	CSR - FACILITY DEPOSIT REFUND
	Vendor Tota	50.00	
319505	SANTACRUZ, ALONDRA	100.00	FACILITY RENTAL REFUND (SANTACRUZ)
	Vendor Tota	100.00	
319863	SCHOOL NEWS ROLL CALL	375.00	CP -SCHOOL NEWS ROLL CALL ADVERTISEMENT
	Vendor Tota	375.00	
319736	SCOTT FAZEKAS & ASSOCIATES,	3,308.93	PL - PLAN CHECK SVCS (4/21)
		500.00	PL - BLDG OFFICIAL SVCS (4/21)
	Vendor Tota	3,808.93	

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Check Number	Vendor Name	Amount	Description
319926	SECTRAN SECURITY INC	512.83	GEN - ARMORED CAR SVC (5/21)
	Vendor Total	512.83	
319825	SERVIN	14.76	WTR DEP REF - 15349 AVOCADO
	Vendor Total	14.76	
319626	SHI INTERNATIONAL CORP	43.66	GEN - COMPUTER MNTC SUPPLIES
	Vendor Total	43.66	
319660	SIERRA ROOF, INC	130.31	BLDG PERMIT REFUND (SIERRA ROOF)
		1.00	STATE GREEN FEE REFUND (SIERRA ROOF)
		12.00	GENERAL PLAN FEE REFUND (SIERRA ROOF)
		.72	SMI FEE REFUND (SIERRA ROOF)
		6.00	STORM DRAIN FEE REFUND (SIERRA ROOF)
	Vendor Total	150.03	
319496	SMART & FINAL IRIS CO	102.68	CSR - MEETING SUPPLIES
319600		118.63	CSR - STAR SUPPLIES
319642		331.95	CSR - STAR SUPPLIES
319674		199.17	GEN - KITCHEN SUPPLIES
319751		116.35	CSR - STAR SUPPLIES
		50.00	CSR - STAR SUPPLIES
		49.44	CSR - MEETING SUPPLIES
319752		35.66	GEN - KITCHEN SUPPLIES
319753		19.66	GEN - KITCHEN SUPPLIES
319896		54.20	PW - MEETING SUPPLIES
319927		146.97	CSR - ENP EVENT SUPPLIES
	Vendor Total	1,224.71	
319627	SMITH PAINT	286.10	PW - FACILITY MNTC SUPPLIES
319826		280.31	PW - FACILITY MNTC SUPPLIES
		198.45	PW - LANDSCAPE MNTC SUPPLIES
	Vendor Total	764.86	
319628	SO CAL INDUSTRIES	2,069.77	PW - TEMPORARY FENCE (ALL AMERICAN PK)
	Vendor Total	2,069.77	
319844	SO CALIF SECURITY CENTERS, INC	375.00	PW - FACILITY MNTC SVCS
	Vendor Total	375.00	
319827	SOMERSET BUSINESS PARTNERS, LP	24.61	WTR DEP REF - 7619 SOMERSET
	Vendor Total	24.61	
319506	SOURCE GRAPHICS	178.61	GEN - BUSINESS CARDS (BO,PL,VCS)
319520		82.69	PS - NOTEPADS
319686		3,602.42	GEN - CITY LETTERHEAD
	Vendor Total	3,863.72	
319661	SOUTH COAST AIR QUALITY	421.02	PW - FY21 GENERATOR FEE (6503 SOMERSET)
		136.40	PW - FY21 EMISSIONS FEE (6503 SOMERSET)
319711		137.63	PW - FY21 PROGRAM FEE (15300 DOWNEY)
319754		4,418.63	CIP -WELL #16 BACK-UP GENERATOR PERMIT
	Vendor Total	5,113.68	
319687	SOUTHERN CALIF NEWSPAPER GROUP	1,455.00	CM - PUBLISHED NOTICE (2/21)
	Vendor Total	1,455.00	
319570	SOUTHERN CALIFORNIA BRONZE	183.78	PW - FACILITY MNTC SUPPLIES
	Vendor Total	183.78	

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319507	SOUTHERN CALIFORNIA EDISON CO.	12,965.59	GEN - FACILITIES & PARKS (3/21)
		1,448.78	GEN - CLRWTR BLDG (3/21)
		3,840.09	PW - STREET LIGHTS & MEDIANS (3/21)
		23,407.88	PW - WATER PRODUCTION WELLS (3/21)
319885		26,198.51	GEN - FACILITIES & PARKS (4/21)
		1,436.44	GEN - CLRWTR BLDG (4/21)
		2,578.72	PW - STREET LIGHTS & MEDIANS (4/21)
		20,658.38	PW - WATER PRODUCTION WELLS (4/21)
		630.13	GEN - PARAMOUNT PARK (4/21)
	Vendor Tota	93,164.52	
319601	SPINITAR/PRESENTATION PRODUCTS	909.92	CSR - STAR SUPPLIES
319784		1,809.74	CSR - STAR SUPPLIES
	Vendor Tota	2,719.66	
319755	STAPLES - DEPT 51-7862079851	82.53	FIN - OFFICE SUPPLIES
	Vendor Tota	82.53	
319756	STATE DISBURSEMENT UNIT	250.00	PAYROLL DEDUCTION - PPE 5/7
319941		250.00	PAYROLL DEDUCTION - PPE 5/21
319602		398.30	PAYROLL DEDUCTION - PPE 4/23
319757		398.30	PAYROLL DEDUCTION - PPE 5/7
319942		398.30	PAYROLL DEDUCTION - PPE 5/21
319943		49.28	PAYROLL DEDUCTION - PPE 5/21
	Vendor Tota	1,744.18	
319737	STEAMX - SIGNAL HILL	398.68	PW - GRAFFITI REMOVAL SUPPLIES
	Vendor Tota	398.68	
319587	STOVER SEED COMPANY	831.76	PW - LANDSCAPE MNTC SUPPLIES
	Vendor Tota	831.76	
319675	STUDIO ONE ELEVEN	3,500.00	CIP - BUS STOP SHELTER DESIGN
319864		1,210.00	CIP - BUS SHELTER DESIGN
	Vendor Tota	4,710.00	
319603	SUPERIOR COURT OF CALIFORNIA	12,620.50	PS - PARKING VIOLATIONS (3/21)
319897		12,123.50	PS - PARKING VIOLATIONS (4/21)
	Vendor Tota	24,744.00	
319712	TAMPER-PRUF SCREWS INC	20.37	PW - LANDSCAPE MNTC SUPPLIES
	Vendor Tota	20.37	
319571	TARGET SPECIALTY PRODUCTS INC	887.12	PW - LANDSCAPE MNTC SUPPLIES
	Vendor Tota	887.12	
319542	TAYLOR'S LOCK & KEY SVCS	30.48	PW - FACILITY MNTC SUPPLIES
	Vendor Tota	30.48	
319521	TESLA, INC	296.56	CD - BLDG PERMIT REFUND
		1.00	CD - STATE GREEN FEE REFUND
		12.00	CD - STORM DRAIN FEE REFUND
		24.00	CD - GENERAL PLAN FEE REFUND
		1.56	CD - SMI FEE REFUND
		151.36	CD - BLDG PERMIT REFUND
		1.00	CD - STATE GREEN FEE REFUND
		4.00	CD - STORM DRAIN FEE REFUND
		8.00	CD - GENERAL PLAN FEE REFUND
		.52	CD - SMI FEE REFUND
	Vendor Tota	500.00	

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Check Number	Vendor Name	Amount	Description
319643	THE CAVANAUGH LAW GROUP, APLC	23,517.00	CA - CITY ATTORNEY SVCS (4/21)
		6,813.00	PS - CITY PROSECUTOR (4/21)
	Vendor Tota	30,330.00	
319497	THE SAUCE CREATIVE SERVICES	1,352.40	CSR - PEP EVENT SUPPLIES
319644		2,472.75	CP - EXPLORE PARAMOUNT SHIRTS
319676		250.00	CSR - DAYCAMP FLYERS
319785		1,034.25	CP - COVID-19 CITY MEMORIAL
		955.98	CSR - STAR SUPPLIES
		601.00	CSR - SUMMER POOL BANNER
		369.60	CSR - COVID SIGNAGE (COVID-19)
	Vendor Tota	7,035.98	
319928	TIERRA WEST ADVISORS, INC	10,327.50	PL - ECONOMIC DEVELOPMENT STUDY (2/21)
		2,610.00	PL - ECONOMIC DEVELOPMENT STUDY (4/21)
	Vendor Tota	12,937.50	
319508	TIME WARNER CABLE	885.00	GEN - CITY HALL FIBER INTERNET (4/21)
319543		104.76	GEN - CITY HALL CABLE (4/21)
319572		124.18	GEN - CITY YARD CABLE (4/21)
319588		397.31	GEN - PEG CHANNEL START (4/21)
319629		407.96	GEN - PEG CHANNEL END (4/21)
319688		154.98	GEN - CITY YARD INTERNET (4/21)
319713		857.37	GEN - ELAN INTRANET (YARD) - 4/21
319758		786.20	GEN - ELAN INTRANET (COM CTR) - 5/21
		506.00	GEN - ELAN INTRANET (COM CTR) - 4/21
319759		394.71	GEN - ELAN INTRANET (SPANE) - 4/21
		.00	GEN - ELAN INTRANET (SPANE) - 5/21
319886		885.00	GEN - CITY HALL FIBER INTERNET (5/21)
		678.47	GEN - ELAN INTRANET (CITY HALL) - 5/21
		304.25	GEN - ELAN INTRANET (CITY HALL) - 4/21
		588.84	GEN - ELAN INTRANET (YARD) - 5/21
319929		402.31	GEN - PEG CHANNEL START (5/21)
319944		407.96	GEN - PEG CHANNEL END (5/21)
		209.52	GEN - CITY HALL CABLE (5/21)
		150.68	GEN - CITY HALL INTERNET (5/21)
	Vendor Tota	8,245.50	
319945	TORINO SYSTEMS	5,000.00	CIP - PHONE SYSTEM UPGRADE
		3,200.00	CIP - PHONE SYSTEM UPGRADE
	Vendor Tota	8,200.00	
14587	TOTAL ADMINISTRATIVE SERVICES	703.76	FT FSA - PPE 5/7
319589		184.80	HR - FSA ACCT SVCS (6/21 - 8/21)
	Vendor Tota	888.56	
319786	TRIPEPI SMITH & ASSOCIATES	676.87	PW - ENVIRONMENTAL SVCS (4/21)
		577.50	PW - WATER QUALITY SVCS (4/21)
		37.50	AS - EXPLORE PARAMOUNT SVCS (4/21)
	Vendor Tota	1,291.87	
319509	U S POSTAL SVC/ U S POSTMASTER	2,668.15	CP - AROUND TOWN POSTAGE (4/21)
319544		2,040.39	GEN - CCR DIRECT MAILERS POSTAGE
319662		3,000.00	FIN - BULK MAIL PERMIT #3
319828		2,668.15	CP - AROUND TOWN POSTAGE (5/21)
	Vendor Tota	10,376.69	
319738	UNDERGROUND SERVICE ALERT	249.25	PW - WATER OPER MNTC SVCS (4/21)
		47.68	PW - WATER OPER MNTC SVCS (4/21)
	Vendor Tota	296.93	

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Check Number	Vendor Name	Amount	Description
319573	UNITED RENTALS	311.03	PW - FACILITY MNTC SUPPLIES
	Vendor Tota	311.03	
319760	UNITED STATES TREASURY	636.00	PAYROLL DEDUCTION - PPE 5/7
	Vendor Tota	636.00	
319545	UNIVAR USA	960.64	PW - WATER OPER MNTC SUPPLIES
319574		963.99	PW - WATER OPER MNTC SUPPLIES
319663		756.40	PW - WATER OPER MNTC SUPPLIES
319714		1,554.44	PW - WATER OPER MNTC SUPPLIES
319887		756.40	PW - WATER OPER MNTC SUPPLIES
		30.00	PW - WATER OPER MNTC SUPPLIES
	Vendor Tota	5,021.87	
319510	UNIVERSITY TROPHIES	188.90	CC - NAMEPLATES
319630		12.50	CC - NAMEPLATE
319689		101.43	CP - PLAQUE
319888		101.43	CP - PLAQUE
		88.20	CC - COUNCIL PHOTOS
	Vendor Tota	492.46	
319677	URBAN ARENA, INC	452.50	CIP - CIVIC CENTER FOUNTAIN (3/21)
	Vendor Tota	452.50	
319590	US BANK VOYAGER FLEET	338.79	PW - CNG FUEL (4/21)
	Vendor Tota	338.79	
319645	USI, INC.	731.13	CSR - STAR SUPPLIES
319761		731.13	CSR - STAR SUPPLIES
	Vendor Tota	1,462.26	
319690	VALVERDE CONSTRUCTION	6,591.32	PW - EMERGENCY LEAK (14820 PARAMOUNT)
	Vendor Tota	6,591.32	
319546	VERIZON WIRELESS - LA	127.71	AS - CELLULAR SERVICE (4/21)
		25.64	PL - CELLULAR SERVICE (4/21)
		92.09	CM - CELLULAR SERVICE (4/21)
		51.46	FIN - CELLULAR SERVICE (4/21)
		219.57	PS - CELLULAR SERVICE (4/21)
		438.53	PS - CELLULAR SERVICE (4/21)
		532.28	PW - CELLULAR SERVICE (4/21)
		40.63	AS - SOCIAL MEDIA CELLULAR SVC (4/21)
		15.08	GEN - EOC CELLULAR & P/R DEVICE (4/21)
		38.01	PW - USB AIRCARD WELLS #13 & #14 (4/21)
319946		127.73	AS - CELLULAR SERVICE (5/21)
		25.22	PL - CELLULAR SERVICE (5/21)
		92.09	CM - CELLULAR SERVICE (5/21)
		51.46	FIN - CELLULAR SERVICE (5/21)
		219.57	PS - CELLULAR SERVICE (5/21)
		416.53	PS - CELLULAR SERVICE (5/21)
		509.76	PW - CELLULAR SERVICE (5/21)
		40.63	AS - SOCIAL MEDIA CELLULAR SVC (5/21)
		38.01	PW - USB AIRCARD WELLS#13 & #14 (5/21)
		15.08	GEN - EOC CELLULAR & P/R DEVICE (5/21)
	Vendor Tota	3,117.08	
319511	VIDIFLO, LLC	3,292.77	GEN - PROGRESS PLAZA A/V IMP
319787		465.00	GEN - A/V SYSTEM MNTC
	Vendor Tota	3,757.77	
319762	VISION SERVICE PLAN	1,855.65	VISION INSURANCE (5/21)
		-83.40	VISION INSURANCE (ADJ)
	Vendor Tota	1,772.25	

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Check Number	Vendor Name	Amount	Description
319829	VNSM	30.04	WTR DEP REF - 6421 ALONDRA
	Vendor Total	30.04	
319576	WALKER, MARY	50.00	CSR - FACILITY DEPOSIT REFUND
	Vendor Total	50.00	
319865	WALMART COMMUNITY	36.80	CSR - RECREATION SUPPLIES
		60.53	CSR - VACCINE SITE SUPPLIES (COVID-19)
		84.70	CSR - LASD FOODBANK SUPPLIES (COVID-19)
	Vendor Total	182.03	
319547	WATER REPLENISHMENT DISTRICT	83,906.30	PW - GROUNDWATER PRODUCTION (2/21)
319930		96,275.46	PW - GROUNDWATER PRODUCTION (3/21)
	Vendor Total	180,181.76	
319763	WEBER METALS, INC.	225,761.75	UUT OVERPAYMENT - FY2020 (WEBER)
	Vendor Total	225,761.75	
14553	WELLS FARGO BANK	2,005.41	GEN - CITY BANK ANALYSIS (4/21)
14554		50.67	GEN - HA BANK ANALYSIS (4/21)
	Vendor Total	2,056.08	
319631	WELLS FARGO FINANCIAL LEASING	184.97	FIN - COPIER (5/21)
319931		184.97	FIN - COPIER (6/21)
	Vendor Total	369.94	

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14527	WELLS ONE COMMERCIAL CARD	13.21	CSR - FACILITY SUPPLIES
		118.85	CSR - FACILITY SUPPLIES
		78.22	CSR - MEETING SUPPLIES (3/28)
		40.49	CSR - MEETING SUPPLIES (3/27)
14528		213.00	PW - FACILITY MNTC SUPPLIES
		32.95	PW - FACILITY MNTC SUPPLIES
		47.53	PW - FACILITY MNTC SUPPLIES
		100.00	PW - APWA SEMINAR (RR)
		100.00	PW - IMSA MEMBERSHIP (JG)
14529		9.00	CSR - STAR VIRTUAL TESTING SOFTWARE
		29.00	HR - JOTFORM SUBSCRIPTION (COVID-19)
		719.64	AS - JOIN.ME SUBSCRIPTION(3) (COVID-19)
		88.18	GEN - PRINTER TONER
		373.61	CSR - EQUIPMENT MNTC SUPPLIES
		125.00	HR - RAPID TEST (COVID-19)
		111.71	AS - 2021 DIRECTORY OF CA LEGISLATURE
		70.36	CP - OVERSIZED CHECKS
		9.00	CSR - STAR VIRTUAL TESTING SOFTWARE
14530		61.77	PS - COVERALLS (COVID-19)
		160.20	PS - COVERALLS (COVID-19)
		31.84	PS - OFFICE SUPPLIES
		39.51	PS - OFFICE SUPPLIES
		39.68	PS - OFFICE SUPPLIES
		-27.61	PS - EQUIPMENT MNTC SUPPLIES (CREDIT)
		1,945.00	PS - COMMUNITY PROMO SUPPLIES
		600.00	PS - COMMUNITY PROMO SUPPLIES
		926.30	PS - EQUIPMENT MNTC SUPPLIES
		67.96	PS - OFFICE SUPPLIES
		21.98	PS - OFFICE SUPPLIES
		41.68	PS - OFFICE SUPPLIES
		51.49	PS - OFFICE SUPPLIES
		38.00	PS - OFFICE SUPPLIES
14531		129.95	PL - PUBLICATIONS
14532		44.88	FIN - OFFICE SUPPLIES
14533		440.00	FIN - CSMFO MEMBERSHIP (KL,CA,JDG,PS)
14534		151.87	CM - WSAB CITY MANAGER'S MTG (3/25)
		5.25	CC - OFFICE SUPPLIES
		175.30	CM - FRAME (PL)
		72.05	CM - MEETING EXPENSE (3/15)
		48.50	GEN - PRINTER TONER
		2.99	CM - PRIME VIDEO (AH)
14535		100.00	CSR - VACCINE SITE FOOD(COVID-19)(3/25)
		173.64	CSR - SENIOR HOT MEALS (COVID-19)(3/25)
		24.83	CSR - ENP EVENT SUPPLIES
		24.32	CSR - RECREATION SUPPLIES
		308.40	CSR - VACCINE SITE FOOD(COVID-19)(3/23)
		66.32	CSR - RECREATION SUPPLIES
		4.49	CSR - ENP EVENT SUPPLIES
		122.44	CSR - VACCINE SITE FOOD(COVID-19)(3/22)
		70.46	CSR - RECREATION SUPPLIES
		3.29	CSR - RECREATION SUPPLIES
		65.10	CSR - FACILITY MNTC SUPPLIES
		239.81	CSR - SENIOR HOT MEALS (COVID-19)(3/18)
		64.29	CSR - FACILITY MNTC SUPPLIES
		168.51	CSR - STAR SUPPLIES
		154.68	CSR - FACILITY MNTC SUPPLIES
		50.53	CSR - FACILITY MNTC SUPPLIES
		176.32	CSR - RECREATION SUPPLIES
		277.05	CSR - EQUIPMENT MNTC SUPPLIES
		7.99	CSR - MEETING SUPPLIES (3/17)

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14535	WELLS ONE COMMERCIAL CARD	45.74	CSR - RECREATION SUPPLIES
		110.96	CSR - EASTER BUNNY SUPPLIES
		57.36	GEN - CC MEETING SUPPLIES (3/16)
		183.38	CSR - STAR SUPPLIES
		535.50	CSR - STAR SUPPLIES
		128.91	CSR - FACILITY SUPPLIES
		149.40	CSR - EASTER BUNNY SUPPLIES
		178.94	CSR - RECREATION SUPPLIES
		110.24	CSR - RECREATION SUPPLIES
		543.54	CP - HERITAGE FESTIVAL EVENT
		185.22	CSR - STAR SUPPLIES
		74.58	CSR - FACILITY SUPPLIES
		180.00	CSR - SENIOR HOT MEALS(COVID-19)(3/4)
		30.46	CSR - FACILITY SUPPLIES
		-15.12	CSR - STAR SUPPLIES (CREDIT)
		440.98	CSR - FACILITY SUPPLIES
		15.27	CSR - STAR SUPPLIES
		31.87	CSR - VACCINE SITE FOOD(COVID-19)(2/26)
		41.23	CSR - STAR SUPPLIES
		269.90	GEN - CC MEETING SUPPLIES (2/26)
		228.49	CSR - SENIOR HOT MEALS (COVID-19)(2/25)
		271.88	CSR - VACCINE SITE FOOD(COVID-19)(2/25)
		53.60	CSR - MEETING SUPPLIES (2/25)
	Vendor Tota	13,303.14	
319898	WELTY, JOEL M	100.00	PL - AIR PURIFIER & HVAC REBATE
	Vendor Tota	100.00	
319830	WEST COAST ARBORISTS, INC	21,226.80	PW - TREE MNTC SVCS (2/16 - 2/28)
		2,331.00	PW - MEDIAN MNTC SVCS (2/16 - 2/28)
319889		6,704.60	PW - TREE MNTC SVCS (4/16 - 4/30)
	Vendor Tota	30,262.40	
319947	WESTCOAST REBELS	160.00	CP - YOUTH SCHOLARSHIP PROGRAM
	Vendor Tota	160.00	
319632	WESTERN WATER WORKS	10,559.19	PW - HYDRANT REPLACEMENTS (3)
	Vendor Tota	10,559.19	
319698	WHITE CAP, L.P.	116.96	PW - STREET MNTC SUPPLIES
319866		210.69	PW - STREET MNTC SUPPLIES
	Vendor Tota	327.65	
319678	WILLDAN ASSOCIATES, INC	11,490.00	PW - LRSP ENG SVCS (3/21)
		10,500.00	CIP - NEIGHBORHOOD STREET RESURF (3/21)
		2,300.00	PW - GENERAL ENG SVCS (SSMP) - 3/21
		484.50	PW - TRAFFIC ENG SVCS (3/21)
		348.25	PW - GENERAL ENG SVCS (3/21)
319715		680.00	PW - GENERAL ENG SVCS (DILLS PARK)
319788		9,384.75	CIP - WSAB BIKEWAY PHASE 4 (CNRA) 3/21
319831		562.00	FIN - FEE STUDY (4/21)
319932		15,835.50	PW - GENERAL ENG SVCS (4/21)
		11,050.00	CIP - ARTERIAL STREET RESURF (4/21)
		497.50	CIP - WSAB PHASE 2 (4/21)
	Vendor Tota	63,132.50	
319522	WINNER INTERNATIONAL, INC	544.20	PS - VEHICLE LOCKING DEVICES
		46.09	PS - VEHICLE LOCKING DEVICES (TAX)
		-46.09	PS - WINER INTERNATIONAL
	Vendor Tota	544.20	

**CITY OF PARAMOUNT
FINAL CHECK REGISTER
May 31, 2021
Pre-issue Checks**

Check Number	Vendor Name	Amount	Description
319845	XENIA BEAUTY SALON	10,000.00	PL - SBA RELIEF (XENIA BEAUTY SALON)
	Vendor Tota	10,000.00	
319664	XEROX FINANCIAL SERVICES, LLC	415.96	GEN - CITY HALL COPIER (4/21)
		162.26	GEN - CITY HALL COLOR COPIER (4/21)
		169.24	PL - COPIER (4/21)
		370.76	CSR - COPIER (4/21)
319948		415.96	GEN - CITY HALL COPIER (5/21)
		162.26	GEN - CITY HALL COLOR COPIER (5/21)
		169.24	PL - COPIER (5/21)
		370.76	CSR - COPIER (5/21)
	Vendor Tota	2,236.44	
319933	YAMADA COMPANY, INC	3,692.82	PW - LANDSCAPE MNTC SUPPLIES
	Vendor Tota	3,692.82	
319548	ZOHO CORPORATION	15,690.51	HR - INFO SYS SUBSCRIPTION (4/21-4/22)
	Vendor Tota	15,690.51	
319789	ZOLL MEDICAL CORPORATION	224.37	CSR - RECREATION SUPPLIES
	Vendor Tota	224.37	
319764	ZONES	2,876.69	CIP - PHONE SYSTEM UPGRADE
	Vendor Tota	2,876.69	
319498	ZUMAR INDUSTRIES, INC.	824.61	PW - STREET MNTC SUPPLIES
		580.12	PW - TRAFFIC SAFETY SUPPLIES
319790		801.55	CSR - PARK RULES SIGNS
	Vendor Tota	2,206.28	
A total of 541 checks were issued for		\$5,009,604.52	

JUNE 8, 2021

ORDINANCE NO. 1150

“AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF PARAMOUNT APPROVING ZONING ORDINANCE TEXT AMENDMENT NO. 20, AMENDING SECTION 17.04.010 (DEFINITIONS); SECTIONS 17.08.020; 17.08.060(F); 17.12.020(D); 17.12.020(E); 17.12.060(F)(3), 17.16.040(E); 17.16.040(F); 17.16.100(E), 17.44.680, AND 17.72.130 OF THE PARAMOUNT MUNICIPAL CODE TO REGULATE HOME GARDENS IN THE R-1 (SINGLE-FAMILY RESIDENTIAL), R-2 (MEDIUM DENSITY RESIDENTIAL), AND R-M (MULTIPLE-FAMILY RESIDENTIAL) ZONES; LEGAL NONCONFORMING RESIDENTIAL PROPERTIES IN COMMERCIAL AND MANUFACTURING ZONES; AND PD-PS (PLANNED DEVELOPMENT WITH PERFORMANCE STANDARDS) ZONES IN THE CITY OF PARAMOUNT”

MOTION IN ORDER:

READ BY TITLE ONLY, WAIVE FURTHER READING, AND ADOPT ORDINANCE NO. 1150.

MOTION:

MOVED BY: _____

SECONDED BY: _____

☐ APPROVED

☐ DENIED

ROLL CALL VOTE:

AYES: _____

NOES: _____

ABSENT: _____

ABSTAIN: _____



To: Honorable City Council
From: John Moreno, City Manager
By: Heidi Luce, City Clerk
Date: June 8, 2021

Subject: ORDINANCE NO. 1150

The City Council, at its regularly scheduled meeting on May 4, 2021, introduced Ordinance No. 1150 and placed it on the June 8, 2021 agenda for adoption.

ORDINANCE NO. 1150

“AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF PARAMOUNT APPROVING ZONING ORDINANCE TEXT AMENDMENT NO. 20, AMENDING SECTION 17.04.010 (DEFINITIONS); SECTIONS 17.08.020; 17.08.060(F); 17.12.020(D); 17.12.020(E); 17.12.060(F)(3), 17.16.040(E); 17.16.040(F); 17.16.100(E), 17.44.680, AND 17.72.130 OF THE PARAMOUNT MUNICIPAL CODE TO REGULATE HOME GARDENS IN THE R-1 (SINGLE-FAMILY RESIDENTIAL), R-2 (MEDIUM DENSITY RESIDENTIAL), AND R-M (MULTIPLE-FAMILY RESIDENTIAL) ZONES; LEGAL NONCONFORMING RESIDENTIAL PROPERTIES IN COMMERCIAL AND MANUFACTURING ZONES; AND PD-PS (PLANNED DEVELOPMENT WITH PERFORMANCE STANDARDS) ZONES IN THE CITY OF PARAMOUNT”

Attached is the agenda report from the May 4, 2021 meeting.

RECOMMENDED ACTION

It is recommended that the City Council read by title only, waive further reading, and adopt Ordinance No. 1150.



To: Honorable City Council

From: John Moreno, City Manager

By: John Carver, Planning Director
John King, AICP, Assistant Planning Director

Date: May 4, 2021

**Subject: ORDINANCE NO. 1150/ZONING ORDINANCE TEXT AMENDMENT NO. 20
HOME GARDENS**

Request

This item is a request for the City Council to approve Zoning Ordinance Text Amendment (ZOTA) No. 20 to amend regulations for home gardens, including extending the applicability of these regulations to all residential zones and legal nonconforming residential properties in commercial and manufacturing zones. The Planning Commission reviewed the proposed amendment with a public hearing on April 13, 2021 and unanimously recommended approval.

Background

On November 5, 2019, the City Council approved Ordinance No. 1116/Zoning Ordinance Text Amendment No. 14 – the Home Gardening Ordinance, which focused on edible gardens. The City Council requested a one-year review at that time to consider extending home gardening opportunities.

On December 15, 2020 and March 16, 2021, the City Council reviewed options and provided feedback for expanding home garden possibilities to more locations in terms of zoning districts and areas within specific residential properties.

Existing Home Gardening Ordinance

The following is a brief summary of regulations in the Home Gardening Ordinance that the City Council adopted in 2019:

- Greenhouses. Regulations for greenhouses in the R-1, R-2, and R-M zones were clarified.
- Side yards in R-1 zone. Food is permitted to be grown in side yards if screened from the public right-of-way and the first story of adjacent properties.
- No home sales. No onsite sales of food grown on the premises are permitted. Food produced from home gardens is intended for personal consumption or possible donation to outside community organizations or food banks.

- Raised garden beds in front yards in the R-2 and R-M zones. As a means of distinguishing vegetable gardens from strictly ornamental landscaping, edible gardens in front yards are required to be located in a raised planter. A raised planter is limited to 24 square feet and requires a five-foot setback from the front property line.
- Front yard plant height in R-2 and R-M zones. With the exception of fruit trees, edible landscaping in front yards in the R-2 and R-M zones cannot exceed a maximum height of three feet measured from the highest point of the frame of a raised garden bed to the highest point of an edible plant.
- Maintenance. Property owners and residents are required to promptly harvest and remove garden vegetables when mature or ripe. Planting areas fallowed between growing seasons need to be covered with mulch or similar material or otherwise maintained in clean condition until the next planting period. Weeds need to be promptly removed. Residents must take appropriate actions to prevent and eliminate pests.
- Permitted nonconforming homes. Home garden regulations also apply to legal nonconforming residentially developed properties in commercial and manufacturing areas.

Proposed Amendment

- Hoophouse. Permit hoophouses within residential rear yards. As a “cousin” to a greenhouse, a hoophouse is a structure typically made of piping covered with translucent plastic, constructed in a “half-round” or “hoop” shape. An example is below. The City Council requested provisions regarding design and maintenance of hoophouses.



- More residential zones. Expand front yard edible gardens to front yards in R-1 zones and/or PD-PS zones. This change would allow for edible gardens in all residential zones. At the request of the City Council, a no-fee permit would be required for front yard gardens in the R-1 zone following a staff determination that there is insufficient space in the rear yard.

- Expand raised garden bed area in front yards. Expand the allowable raised garden bed area from the existing 24 square feet to 50 square feet in front yards.



- Composting. Encourage garden compost with storage requirements to control potential odor, visibility, and infestation issues.
- Height. As the City Council expressed a reluctance to increase the height of edible landscaping during the most recent discussion, the height maximum is unchanged in the proposed amendment.

Environmental Assessment

The project is exempt from the California Environmental Quality Act (CEQA) pursuant to CEQA Guidelines Section 15305 – minor alterations in land use limitations in areas with an average slope of less than 20% that do not result in any changes in land use or density; and Section 15061(b)(3) – the general rule that CEQA applies only to projects which have the potential for causing a significant effect on the environment and CEQA does not apply where it can be seen with certainty that there is no possibility that the activity may have a significant effect on the environment.

Summary

Food insecurity is usually at a rate of approximately 30% of the Los Angeles County population, but it has grown to 40% as a result of the COVID-19 pandemic. The recommended revisions will directly assist Paramount residents now and into the future in combating food insecurity. A more “edible garden friendly” approach will better promote environmental and dietary sustainability and will complement efforts to secure community garden funding and locations. Furthermore, the Code Enforcement Division of the Public Safety Department has not received any complaints in the last year regarding gardening activities in Paramount.

RECOMMENDED ACTION

It is recommended that the City Council read by title only, waive further reading, introduce Ordinance No. 1150, and place it on the next regular agenda for adoption.

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CITY OF PARAMOUNT
LOS ANGELES COUNTY, CALIFORNIA

ORDINANCE NO. 1150

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF PARAMOUNT APPROVING ZONING ORDINANCE TEXT AMENDMENT NO. 20, AMENDING SECTION 17.04.010 (DEFINITIONS); SECTIONS 17.08.020; 17.08.060(F); 17.12.020(D); 17.12.020(E); 17.12.060(F)(3), 17.16.040(E); 17.16.040(F); 17.16.100(E), 17.44.680, AND 17.72.130 OF THE PARAMOUNT MUNICIPAL CODE TO REGULATE HOME GARDENS IN THE R-1 (SINGLE-FAMILY RESIDENTIAL), R-2 (MEDIUM DENSITY RESIDENTIAL), AND R-M (MULTIPLE-FAMILY RESIDENTIAL) ZONES; LEGAL NONCONFORMING RESIDENTIAL PROPERTIES IN COMMERCIAL AND MANUFACTURING ZONES; AND PD-PS (PLANNED DEVELOPMENT WITH PERFORMANCE STANDARDS) ZONES IN THE CITY OF PARAMOUNT

THE CITY COUNCIL OF THE CITY OF PARAMOUNT DOES HEREBY ORDAIN
AS FOLLOWS:

SECTION 1. **Purpose and Findings.** The City Council finds and declares as follows:

- A. California Constitution Article XI, Section 7, enables the City of Paramount ("the City") to enact local planning and land use regulations; and
- B. The authority to adopt and enforce zoning regulations is an exercise of the City's police power to protect the public health, safety, and welfare; and
- C. The City desires to ensure that residential development occurs in a prudently effective manner, in accordance with the goals and objectives of the General Plan and reasonable land use planning principles; and
- D. The Planning Commission held a duly noticed public hearing on April 13, 2021 at which time it considered all evidence presented, both written and oral, and at the end of the hearing voted to adopt Resolution No. PC 21:006, recommending that the City Council adopt this Ordinance; and
- E. The City Council held a duly noticed public hearing on this Ordinance on May 4, 2021, at which time it considered all evidence presented, both written and oral.

SECTION 2. The Recitals set forth hereinabove are true and correct and incorporated herein by reference as if fully set forth herein.

SECTION 3. Section 17.04.010 (Definitions) of the Paramount Municipal Code is hereby amended to add the following definitions:

Compost. The end product after the decomposition of organic matter.

Compost bin. A container designed to hold compostable material in such a way as to prevent it from being windblown.

Composting. The stockpiling and controlled decomposition of organic material which produces a humus like product.

Compostable material. Landscape waste or organic material including leaves, grass clippings, garden debris, brush, tree clippings, and other plant material suitable for composting or use in agricultural and other growing practices.

Hoophouse. A temporary or permanent structure characterized by a half-round hoop shape and typically made of glass, plastic, or fiberglass in which plants are cultivated.

SECTION 4. Section 17.08.020 of the Paramount Municipal Code is hereby amended to read as follows:

17.08.020 Permitted uses.

In the R-1 zone the following uses only are permitted, and as hereinafter specifically provided and allowed by this chapter, subject to the general provisions and exceptions set forth in Chapter 17.44:

- A. A one-family dwelling.
- B. Accessory buildings and structures, subject to the following conditions:
 - 1. Accessory buildings and structures, as defined by Section 201 of the Los Angeles County Building Code shall not exceed 40% of the required rear yard area; and
 - 2. Accessory buildings and detached garages are only permitted with a permissible main building; and
 - 3. No eave, projection, or overhang shall extend over the property line, and precautionary measures shall be taken to ensure the deflection of runoff away from such property line; and
 - 4. Placement of accessory buildings and structures shall be subject to the requirement as set forth in Section 17.08.070(C); and
 - 5. Accessory dwelling units shall comply with all requirements of Chapter 17.104 of the Paramount Municipal Code.

- C. Greenhouse and/or hoophouse (private and noncommercial) as an accessory use for propagation and culture only, subject to the following conditions:
1. Location. A greenhouse and/or hoophouse shall be located to the rear of the dwelling and five feet from property lines and any structure.
 2. Height. The maximum greenhouse/hoophouse height is nine feet.
 3. Sales. No sales associated with a greenhouse/hoophouse are permitted.
 4. Construction and maintenance. A greenhouse/hoophouse shall be of sturdy construction and maintained in quality condition. The criteria utilized in evaluating the condition of a greenhouse/hoophouse shall include, but not be limited to, torn, stained, dirty, and/or faded material.
- D. Home garden, subject to the following conditions and restrictions:
1. Onsite Sales Prohibited. The retail sales of edible landscaping shall not be conducted on the premises.
 2. Edible Landscaping—Front Yard. With the exception of fruit trees, edible landscaping in the front yard shall be restricted to raised garden beds limited to a maximum area of 50 square feet with an administrative permit as described below.
 3. Edible Landscaping—Front Yard Administrative Permit
 - a. With the exception of growing and maintaining fruit trees, a resident shall obtain an administrative permit from the Planning Department following a determination that the rear and side yards of the subject property provide insufficient garden space.
 - b. Denial of the application by the Planning Director or designee for an administrative permit to grow edible landscaping in a front yard shall be subject to appeal by the applicant to the Planning Commission. The Planning Department is required to notify the applicant in writing of the reasons for such denial, giving reference to pertinent

paragraphs of this subsection. Appeals shall be submitted in writing by the applicant and must clearly state the reasons why such appeal should be granted. Appeal procedure shall be governed by Sections 17.44.050 and 17.48.050 of this title.

- c. Revocation. Should the resident fail at any time to comply with criteria established in this subsection, such administrative permit may be revoked by the Planning Commission.
- 4. Raised Garden Beds. Raised garden beds shall not exceed a height of three feet measured from the surface of the natural ground to the top of the frame of the raised garden beds. In a front yard or corner side yard, raised garden beds shall not be closer than five feet to a front or corner side property line. Raised garden beds shall be constructed of wood, brick, masonry, landscape timbers, metal, ceramic, or synthetic lumber. Raised garden beds constructed of wood shall be structurally sound and free of rot. Prefabricated raised garden beds shall be permitted. Raised garden beds shall not be constructed of wire, chicken wire, rope, cable, utility poles, tires, plumbing fixtures, or any other similar materials.
- 5. Front Yard Plant Height. With the exception of fruit trees, edible landscaping in the front yard shall not exceed a maximum height of three feet measured from the highest point of the frame of a raised garden bed to the highest point of an edible plant.
- 6. Edible Landscaping Harvest. Edible plant materials shall be promptly harvested and removed when mature or ripe. Plants not harvested for consumption shall be promptly removed or tilled into the soil.
- 7. Maintenance. Planting areas fallowed between growing seasons shall be covered with mulch or similar material or otherwise maintained in clean condition until the next planting period. Weeds shall be promptly removed. Actions shall be taken to prevent and eliminate pests.
- 8. Composting
 - a. Purpose. The purpose and intent of residential composting is to promote the recycling of landscape waste through composting and with minimum standards for composting.

- b. Location. Compost areas shall be located a minimum of five feet from property lines, a minimum of 15 feet from a residential structure (including accessory dwelling unit and junior accessory dwelling unit), and to the rear of the front dwelling on a property. Compost areas shall not be located within any drainage or utility easement.
 - c. Compost Bins. All compostable material shall be enclosed in one or more compost bins. Compost bins shall be properly maintained to prevent attracting and harboring rodents and pests and to prevent unpleasant odors.
 - d. Compostable Material. Compostable material includes leaves, grass clippings, garden debris, brush, tree clippings and other plant material generated solely within the residential lot where the material will be composted.
 - e. Compost Contents. Compost shall only contain compostable material, soil, and commercial compost additives. Prohibited compost contents include processed food products, including, without limitation, salad dressings and cooking or other vegetable oils; animal or dairy products, including, without limitation, fats, bones, meat, fish, fowl and cheese; and manure of any kind or other pet or human waste.
 - f. Nuisance. Any compost which gives off foul or putrid odors, attracts vermin, or encroaches on neighboring property is hereby declared to be a nuisance that will result in penalties in accordance with the relevant enforcement provisions of the Paramount Municipal Code.
- E. Home Occupation. "Home occupation" is defined as any use customarily conducted within a dwelling and carried on by the inhabitants thereof, which use is clearly incidental and secondary to the use of the structure for dwelling purposes and which does not change the character thereof or does not adversely affect the uses permitted in the zone of which it is a part.
- 1. Application. Any person proposing to manage, conduct or carry on any business within the home at any location shall file a written application for a home occupation permit and business license with the City Clerk, on forms prepared and provided to the applicant.
 - 2. Conditions and Reservations. Any license granted hereunder shall be subject to the following conditions and reservations:

- a. The carrying on of any business within the home shall be as a secondary use.
- b. The business shall not occupy more than one room or 25% of the total floor area, or a maximum of 100 square feet, whichever is less nor shall it occupy any part of the garage.
- c. No employees or assistants shall be engaged for services on the premises other than members of the resident family.
- d. No stock in trade shall be kept for public display purposes on the premises.
- e. The use shall not generate pedestrian or vehicular traffic in excess of that customarily associated with the zone or district in which the use is located.
- f. The home occupation shall not involve the use of commercial vehicles for transportation of materials to or from the premises, except when such vehicle is a commercially licensed van, pick-up truck or vacation vehicle registered to and used by a resident family member of the household exclusively for transportation.
- g. No use will be permitted which by reason of color, design, materials, construction, lighting, signs, sounds, noises, or vibrations alters the residential character of the premises, or which unreasonably disturbs the peace and quiet of the surrounding residents.
- h. The use shall not be such as to create excessive demand for municipal or utility services or community facilities beyond those actually and customarily provided for residential uses.
- i. Stored materials used in connection with the home occupation shall not exceed 100 cubic feet. Total business usage will not increase the fire load of the dwelling by more than five percent.
- j. There shall be no storage of materials or supplies in the garage or outdoors.

- k. The building and fire prevention inspectors shall have the right of reasonable inspection as with any other business within the City for the purpose of protecting the general health and welfare.
 - l. There shall be no use on the premises of material or mechanical equipment not recognized as being part of normal household or hobby use.
 - m. The home occupation shall not involve the use of signs or structures other than those permitted in the district of which it is a part.
 - n. No building or space outside of the main building shall be used for home occupation purposes.
 - o. A home occupation permittee must possess a valid City business license at all times.
 - p. The permission of the property owner or authorized representative must be obtained prior to issuance of a home occupation permit if the home occupation is located in other than an owner-occupied dwelling unit.
3. City Clerk to Issue. Upon applicant's compliance with paragraphs 1 and 2 of this subsection, the City Clerk shall, upon payment of the business license fee, issue to the applicant a home occupation permit and business license.
4. Appeal of Denial by City Clerk of the Issuance of Home Occupation Permit.
- a. Denial of the application by the City Clerk for a home occupation permit shall be subject to appeal by the applicant to the Planning Commission without fee. The City Clerk is required to notify the applicant in writing of the reasons for such denial, giving reference to pertinent paragraphs of this section.
 - b. Appeals shall be submitted in writing by the applicant and must clearly state the reasons why such appeal should be granted. Appeal procedure shall be governed by Sections 17.44.050 and 17.48.050 of this title.

5. Revocation. Should the home occupation fail at any time to comply with criteria established in paragraph 2 of this subsection, such home occupation permit may be revoked by the Planning Commission.
- F. Household pets of a type readily classifiable as being customarily incidental and accessory to a permitted principal residential use when no commercial activity is involved, subject to the following conditions and restrictions:
 1. No more than three adult animals of any species shall be permitted per dwelling unit except birds as specified in Section 6.44.020 of this Code and fish contained within an aquarium. An animal shall be considered an adult when it is either over four months of age or capable of reproducing.
 2. Livestock including cattle, sheep and goats; horses, rabbits, rodents, poultry, and fowl are prohibited.
 3. Those animals commonly classified as a wild species and potentially dangerous animals are prohibited.
 4. Adherence to all applicable conditions and regulations of Title 6 of this Code is required.
 5. In the event a question arises as to whether a species of animal is readily classifiable as being a household pet, the Planning Director may require that a permit be obtained for said animal in accordance with the provisions of Chapter 6.40 of this Code.
- G. Unclassified Uses. See unclassified uses, as provided in Chapter 17.40.
- H. The major repair of any vehicle must be screened from public view.
- I. Licensed residential care facilities serving six or fewer persons.

SECTION 5. Section 17.08.060(F) of the Paramount Municipal Code is hereby amended to read as follows:

- F. Permitted Intrusions into Required Yards. The following intrusions may project in any required yards:
 1. Fireplace structures, not wider than eight feet measured in the general direction of the wall of which it is a part, may project one foot.

2. Uncovered porches and platforms which do not extend above the floor level of the first floor, provided, that they may extend six feet into the front yard. Covered porches which do not extend above the floor level of the first floor may extend three feet into the front yard. Covered porches are limited to the entry area only, and in no case shall extend the entire width of the structure.
3. Planting boxes or masonry planters not exceeding 36 inches in height measured from the ground level may extend into any required front yard. Such height limitation does not apply to ornamental plants contained in planter boxes. Edible landscaping height shall comply with Section 17.08.020(E)(5) of the Paramount Municipal Code.
4. Eaves may intrude 18 inches into required yards.
5. Hedges not more than 42 inches in height, and shrubs, flowers, plants, trees, mailboxes and ornamental lighting standards are permitted in any required yard except as set forth in subsection D of this section.

SECTION 6. Section 17.12.020(D) of the Paramount Municipal Code is hereby amended to read as follows:

- D. Greenhouse and/or hoophouse (private and noncommercial) as an accessory use for propagation and culture only, subject to the following conditions:
1. Location. A greenhouse and/or hoophouse shall be located to the rear of the dwelling and five feet from property lines and any structure.
 2. Height. The maximum greenhouse/hoophouse height is nine feet.
 3. Sales. No sales associated with a greenhouse/hoophouse are permitted.
 4. Construction and maintenance. A greenhouse/hoophouse shall be of sturdy construction and maintained in quality condition. The criteria utilized in evaluating the condition of a greenhouse/hoophouse shall include, but not be limited to, torn, stained, dirty, and/or faded material.

SECTION 7. Section 17.12.20(E) of the Paramount Municipal Code is hereby amended to read as follows:

- E. Home garden, subject to the following conditions and restrictions:

1. Onsite Sales Prohibited. The retail sales of edible landscaping shall not be conducted on the premises.
2. Edible Landscaping—Front Yard. With the exception of fruit trees, edible landscaping in the front yard shall be restricted to raised garden beds limited to a maximum area of 50 square feet.
3. Raised Garden Beds. Raised garden beds shall not exceed a height of three feet measured from the surface of the natural ground to the top of the frame of the raised garden beds. In a front yard or corner side yard, raised garden beds shall not be closer than five feet to a front or corner side property line. Raised garden beds shall be constructed of wood, brick, masonry, landscape timbers, metal, ceramic, or synthetic lumber. Raised garden beds constructed of wood shall be structurally sound and free of rot. Prefabricated raised garden beds shall be permitted. Raised garden beds shall not be constructed of wire, chicken wire, rope, cable, utility poles, tires, plumbing fixtures, or any other similar materials.
4. Front Yard Plant Height. With the exception of fruit trees, edible landscaping in the front yard shall not exceed a maximum height of three feet measured from the highest point of the frame of a raised garden bed to the highest point of an edible plant.
5. Edible Landscaping Harvest. Edible plant materials shall be promptly harvested and removed when mature or ripe. Plants not harvested for consumption shall be promptly removed or tilled into the soil.
6. Maintenance. Planting areas fallowed between growing seasons shall be covered with mulch or similar material or otherwise maintained in clean condition until the next planting period. Weeds shall be promptly removed. Actions shall be taken to prevent and eliminate pests.
7. Composting
 - a. Purpose. The purpose and intent of residential composting is to promote the recycling of landscape waste through composting and with minimum standards for composting.
 - b. Location. Compost areas shall be located a minimum of five feet from property lines, a minimum of 15 feet from a residential structure (including accessory dwelling unit and junior accessory dwelling unit), and to the rear of the front dwelling on a property. Compost areas shall not be located within any drainage or utility easement.

- c. Compost Bins. All compostable material shall be enclosed in one or more compost bins. Compost bins shall be properly maintained to prevent attracting and harboring rodents and pests and to prevent unpleasant odors.
- d. Compostable Material. Compostable material includes leaves, grass clippings, garden debris, brush, tree clippings, and other plant material generated solely within the residential lot where the material will be composted.
- e. Compost Contents. Compost shall only contain compostable material, soil, and commercial compost additives. Prohibited compost contents include processed food products, including, without limitation, salad dressings and cooking or other vegetable oils; animal or dairy products, including, without limitation, fats, bones, meat, fish, fowl and cheese; and manure of any kind or other pet or human waste.
- f. Nuisance. Any compost which gives off foul or putrid odors, attracts vermin, or encroaches on neighboring property is hereby declared to be a nuisance that will result in penalties in accordance with the relevant enforcement provisions of the Paramount Municipal Code.

SECTION 8. Section 17.12.060(F)(3) of the Paramount Municipal Code is hereby amended to read as follows:

- 3. Raised planters not exceeding 36 inches in height measured from the ground level may extend into any required yard. Such height limitation does not apply to ornamental plants contained in planter boxes. Edible landscaping height shall comply with Section 17.12.020(E)(4) of the Paramount Municipal Code.

SECTION 9. Section 17.16.040(E) of the Paramount Municipal Code is hereby amended to read as follows:

- E. Greenhouse and/or hoophouse (private and noncommercial) as an accessory use for propagation and culture only, subject to the following conditions:
 - 1. Location. A greenhouse and/or hoophouse shall be located to the rear of the dwelling and five feet from property lines and any structure.
 - 2. Height. The maximum greenhouse/hoophouse height is nine feet.

3. Sales. No sales associated with a greenhouse/hoophouse are permitted.
4. Construction and maintenance. A greenhouse/hoophouse shall be of sturdy construction and maintained in quality condition. The criteria utilized in evaluating the condition of a greenhouse/hoophouse shall include, but not be limited to, torn, stained, dirty, and/or faded material.

SECTION 10. Section 17.16.040(F) of the Paramount Municipal Code is hereby amended to read as follows:

F. Home garden, subject to the following conditions and restrictions:

1. Onsite Sales Prohibited. The retail sales of edible landscaping shall not be conducted on the premises.
2. Edible Landscaping—Front Yard. With the exception of fruit trees, edible landscaping in the front yard shall be restricted to raised garden beds limited to a maximum area of 50 square feet.
3. Raised Garden Beds. Raised garden beds shall not exceed a height of three feet measured from the surface of the natural ground to the top of the frame of the raised garden beds. In a front yard or corner side yard, raised garden beds shall not be closer than five feet to a front or corner side property line. Raised garden beds shall be constructed of wood, brick, masonry, landscape timbers, metal, ceramic, or synthetic lumber. Raised garden beds constructed of wood shall be structurally sound and free of rot. Prefabricated raised garden beds shall be permitted. Raised garden beds shall not be constructed of wire, chicken wire, rope, cable, utility poles, tires, plumbing fixtures, or any other similar materials.
4. Front Yard Plant Height. With the exception of fruit trees, edible landscaping in the front yard shall not exceed a maximum height of three feet measured from the highest point of the frame of a raised garden bed to the highest point of an edible plant.
5. Edible Landscaping Harvest. Edible plant materials shall be promptly harvested and removed when mature or ripe. Plants not harvested for consumption shall be promptly removed or tilled into the soil.
6. Maintenance. Planting areas fallowed between growing seasons shall be covered with mulch or similar material or otherwise maintained in clean condition until the next planting period. Weeds shall be promptly removed. Actions shall be taken to prevent and eliminate pests.

7. Composting

- a. Purpose. The purpose and intent of residential composting is to promote the recycling of landscape waste through composting and with minimum standards for composting.
- b. Location. Compost areas shall be located a minimum of five feet from property lines, a minimum of 15 feet from a residential structure (including accessory dwelling unit and junior accessory dwelling unit), and to the rear of the front dwelling on a property. Compost areas shall not be located within any drainage or utility easement.
- c. Compost Bins. All compostable material shall be enclosed in one or more compost bins. Compost bins shall be properly maintained to prevent attracting and harboring rodents and pests and to prevent unpleasant odors.
- d. Compostable Material. Compostable material includes leaves, grass clippings, garden debris, brush, tree clippings and other plant material generated solely within the residential lot where the material will be composted.
- e. Compost Contents. Compost shall only contain compostable material, soil, and commercial compost additives. Prohibited compost contents include processed food products, including, without limitation, salad dressings and cooking or other vegetable oils; animal or dairy products, including, without limitation, fats, bones, meat, fish, fowl and cheese; and manure of any kind or other pet or human waste.
- f. Nuisance. Any compost which gives off foul or putrid odors, attracts vermin, or encroaches on neighboring property is hereby declared to be a nuisance that will result in penalties in accordance with the relevant enforcement provisions of the Paramount Municipal Code.

SECTION 11. Section 17.16.100(E) of the Paramount Municipal Code is hereby amended to read as follows:

- E. Permitted Intrusions into Required Yards. The following intrusions may project in any required yards:
 - 1. Fireplace structures, not wider than eight feet measured in the general direction of the wall of which it is a part, may project 18 inches.

2. Uncovered porches and platforms which do not extend above the floor level of the first floor, 18 inches; provided, that they may extend six feet into the front and rear yard.
3. Masonry planters not exceeding 36 inches in height measured from the ground level may extend six feet into any required front yard. Such height limitation does not apply to ornamental plants contained in planter boxes. Edible landscaping height shall comply with Section 17.16.040(F)(4) of the Paramount Municipal Code.
4. Eaves may intrude 18 inches into a required yard.
5. Other intrusions may be approved if deemed unobtrusive by the Planning Director.

SECTION 12. Section 17.44.680 of the Paramount Municipal Code is hereby amended to read as follows:

17.44.680 Home gardens in residentially developed legal nonconforming properties.

A home garden is a permitted use in a residentially developed legal nonconforming property located in a commercial or manufacturing zone, subject to the following:

- A. Onsite Sales Prohibited. The retail sales of edible landscaping shall not be conducted on the premises.
- B. Edible Landscaping Area—Front Yard. With the exception of fruit trees, edible landscaping in the front yard shall be restricted to one raised garden bed limited to a maximum area of 50 square feet.
- C. Raised Garden Beds. Raised garden beds shall not exceed a height of three feet measured from the surface of the natural ground to the top of the frame of the raised garden beds. In a front yard or corner side yard, raised garden beds shall not be closer than five feet to a front or corner side property line. Raised garden beds shall be constructed of wood, brick, masonry, landscape timbers, metal, ceramic, or synthetic lumber. Raised garden beds constructed of wood shall be structurally sound and free of rot. Prefabricated raised garden beds shall be permitted. Raised garden beds shall not be constructed of wire, chicken wire, rope, cable, utility poles, tires, plumbing fixtures, or any other similar materials.
- D. Front Yard Plant Height. With the exception of fruit trees, edible landscaping in the front yard shall not exceed a maximum height of three feet measured from the highest point of the frame of a raised garden bed to the highest point of an edible plant.

- E. Edible Landscaping Harvest. Edible plant materials shall be promptly harvested and removed when mature or ripe. Plants not harvested for consumption shall be promptly removed or tilled into the soil.
- F. Maintenance. Planting areas fallowed between growing seasons shall be covered with mulch or similar material or otherwise maintained in clean condition until the next planting period. Weeds shall be promptly removed. Actions shall be taken to prevent and eliminate pests.
- G. Composting
 - 1. Purpose. The purpose and intent of residential composting is to promote the recycling of landscape waste through composting and with minimum standards for composting.
 - 2. Location. Compost areas shall be located a minimum of five feet from property lines, a minimum of 15 feet from a residential structure (including accessory dwelling unit and junior accessory dwelling unit), and to the rear of the front dwelling on a property. Compost areas shall not be located within any drainage or utility easement.
 - 3. Compost Bins. All compostable material shall be enclosed in one or more compost bins. Compost bins shall be properly maintained to prevent attracting and harboring rodents and pests and to prevent unpleasant odors.
 - 4. Compostable Material. Compostable material includes leaves, grass clippings, garden debris, brush, tree clippings and other plant material generated solely within the residential lot where the material will be composted.
 - 5. Compost Contents. Compost shall only contain compostable material, soil, and commercial compost additives. Prohibited compost contents include processed food products, including, without limitation, salad dressings and cooking or other vegetable oils; animal or dairy products, including, without limitation, fats, bones, meat, fish, fowl and cheese; and manure of any kind or other pet or human waste.
 - 6. Nuisance. Any compost which gives off foul or putrid odors, attracts vermin, or encroaches on neighboring property is hereby declared to be a nuisance that will result in penalties in accordance with the relevant enforcement provisions of the Paramount Municipal Code.

SECTION 13. Section 17.72.130 of the Paramount Municipal Code is hereby amended to read as follows:

17.72.130 Permitted uses.

This section shall supersede any permitting requirement of an individual PD-PS zone and applies only to uses permitted by an individual PD-PS zone.

- A. The following uses, in addition to uses enumerated in a particular manufacturing PD-PS zone, are permitted:
 - 1. Manufacture, processing, or treatment of articles from previously prepared materials, excluding metal.
- B. The following uses, in addition to uses enumerated in a particular residential PD-PS zone, are permitted:
 - 1. Greenhouse and/or hoophouse (private and noncommercial) as an accessory use for propagation and culture only, subject to the following conditions:
 - a. Location. A greenhouse and/or hoophouse shall be located to the rear of the dwelling and five feet from property lines and any structure.
 - b. Height. The maximum greenhouse/hoophouse height is nine feet.
 - c. Sales. No sales associated with a greenhouse/hoophouse are permitted.
 - d. Construction and maintenance. A greenhouse/hoophouse shall be of sturdy construction and maintained in quality condition. The criteria utilized in evaluating the condition of a greenhouse/hoophouse shall include, but not be limited to, torn, stained, dirty, and/or faded material.
 - 2. Home garden, subject to the following conditions and restrictions:
 - a. Onsite Sales Prohibited. The retail sales of edible landscaping shall not be conducted on the premises.
 - b. Edible Landscaping—Front Yard. With the exception of fruit trees, edible landscaping in the front yard shall be restricted to raised garden beds limited to a maximum area of 50 square feet.
 - c. Raised Garden Beds. Raised garden beds shall not exceed a height of three feet measured from the surface of the natural ground to the top of the frame of the raised garden beds. In a front yard or corner side yard, raised garden beds shall not be closer than five feet to a front or corner side property line. Raised garden beds shall be constructed of

wood, brick, masonry, landscape timbers, metal, ceramic, or synthetic lumber. Raised garden beds constructed of wood shall be structurally sound and free of rot. Prefabricated raised garden beds shall be permitted. Raised garden beds shall not be constructed of wire, chicken wire, rope, cable, utility poles, tires, plumbing fixtures, or any other similar materials.

- d. Front Yard Plant Height. With the exception of fruit trees, edible landscaping in the front yard shall not exceed a maximum height of three feet measured from the highest point of the frame of a raised garden bed to the highest point of an edible plant.
- e. Edible Landscaping Harvest. Edible plant materials shall be promptly harvested and removed when mature or ripe. Plants not harvested for consumption shall be promptly removed or tilled into the soil.
- f. Maintenance. Planting areas fallowed between growing seasons shall be covered with mulch or similar material or otherwise maintained in clean condition until the next planting period. Weeds shall be promptly removed. Actions shall be taken to prevent and eliminate pests.

3. Composting

- a. Purpose. The purpose and intent of residential composting is to promote the recycling of landscape waste through composting and with minimum standards for composting.
- b. Location. Compost areas shall be located a minimum of five feet from property lines, a minimum of 15 feet from a residential structure (including accessory dwelling unit and junior accessory dwelling unit), and to the rear of the front dwelling on a property. Compost areas shall not be located within any drainage or utility easement.
- c. Compost Bins. All compostable material shall be enclosed in one or more compost bins. Compost bins shall be properly maintained to prevent attracting and harboring rodents and pests and to prevent unpleasant odors.
- d. Compostable Material. Compostable material includes leaves, grass clippings, garden debris, brush, tree clippings and other plant material generated solely within the residential lot where the material will be composted.

- e. Compost Contents. Compost shall only contain compostable material, soil, and commercial compost additives. Prohibited compost contents include processed food products, including, without limitation, salad dressings and cooking or other vegetable oils; animal or dairy products, including, without limitation, fats, bones, meat, fish, fowl and cheese; and manure of any kind or other pet or human waste.
- f. Nuisance. Any compost which gives off foul or putrid odors, attracts vermin, or encroaches on neighboring property is hereby declared to be a nuisance that will result in penalties in accordance with the relevant enforcement provisions of the Paramount Municipal Code.

SECTION 14. California Environmental Quality Act (CEQA). This ordinance is exempt from CEQA pursuant to CEQA Guidelines Section 15305, minor alterations in land use limitations in areas with an average slope of less than 20% that do not result in any changes in land use or density and Section 15061(b)(3) which is the general rule that CEQA applies only to projects which have the potential for causing a significant effect on the environment and CEQA does not apply where it can be seen with certainty that there is no possibility that the activity may have a significant effect on the environment.

SECTION 15. Severability. If any section, subsection, sentence, clause or phrase in this ordinance or the application thereof to any person or circumstance is for any reason held invalid, the validity of the remainder of the ordinance or the application of such provision to other persons or circumstances shall be adopted thereby. The City Council hereby declares it would have passed this ordinance and each section, subsection, sentence, clause or phrase thereof, irrespective of the fact that one or more sections, subsections, sentences, clauses, or phrases or the application thereof to any person or circumstance be held invalid.

SECTION 16. Effective Date. This Ordinance shall take effect thirty days after its adoption, shall be certified as to its adoption by the City Clerk, and shall be published once in the Paramount Journal within 15 days after its adoption together with the names and members of the City Council voting for and against the Ordinance.

PASSED, APPROVED and ADOPTED by the City Council of the City of Paramount this 8th day of June 2021.

Brenda Olmos, Mayor

ATTEST

Heidi Luce, City Clerk

JUNE 8, 2021

ORDINANCE NO. 1151

“AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF PARAMOUNT, APPROVING ZONING ORDINANCE TEXT AMENDMENT NO. 21, AMENDING SECTION 17.04.010 (DEFINITIONS) OF TITLE 17 OF THE PARAMOUNT MUNICIPAL CODE; AND AMENDING CHAPTER 17.104 OF TITLE 17 OF THE PARAMOUNT MUNICIPAL CODE IN ITS ENTIRETY, ESTABLISHING REVISED REGULATIONS FOR ACCESSORY DWELLING UNITS AND ADDING REGULATIONS FOR JUNIOR ACCESSORY DWELLING UNITS IN ALL RESIDENTIAL ZONES CITYWIDE IN THE CITY OF PARAMOUNT”

MOTION IN ORDER:

READ BY TITLE ONLY, WAIVE FURTHER READING, AND ADOPT ORDINANCE NO. 1151.

MOTION:

MOVED BY: _____

SECONDED BY: _____

☐ APPROVED

☐ DENIED

ROLL CALL VOTE:

AYES: _____

NOES: _____

ABSENT: _____

ABSTAIN: _____



To: Honorable City Council
From: John Moreno, City Manager
By: Heidi Luce, City Clerk
Date: June 8, 2021

Subject: ORDINANCE NO. 1151

The City Council, at its regularly scheduled meeting on May 4, 2021, introduced Ordinance No. 1151 and placed it on the June 8, 2021 agenda for adoption.

ORDINANCE NO. 1151

“AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF PARAMOUNT, APPROVING ZONING ORDINANCE TEXT AMENDMENT NO. 21, AMENDING SECTION 17.04.010 (DEFINITIONS) OF TITLE 17 OF THE PARAMOUNT MUNICIPAL CODE; AND AMENDING CHAPTER 17.104 OF TITLE 17 OF THE PARAMOUNT MUNICIPAL CODE IN ITS ENTIRETY, ESTABLISHING REVISED REGULATIONS FOR ACCESSORY DWELLING UNITS AND ADDING REGULATIONS FOR JUNIOR ACCESSORY DWELLING UNITS IN ALL RESIDENTIAL ZONES CITYWIDE IN THE CITY OF PARAMOUNT”

Attached is the agenda report from the May 4, 2021 meeting.

RECOMMENDED ACTION

It is recommended that the City Council read by title only, waive further reading, and adopt Ordinance No. 1151.



To: Honorable City Council

From: John Moreno, City Manager

By: John Carver, Planning Director
John King, AICP, Assistant Planning Director

Date: May 4, 2021

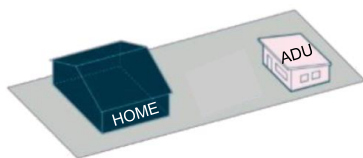
**Subject: ORDINANCE NO. 1151/ZONING ORDINANCE TEXT AMENDMENT NO. 21
ACCESSORY DWELLING UNITS AND JUNIOR ACCESSORY
DWELLING UNITS**

Request

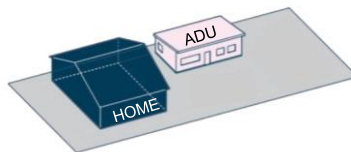
This item is a request for the City Council to approve Zoning Ordinance Text Amendment (ZOTA) No. 21 to establish revised regulations for accessory dwelling units and adding regulations for junior accessory dwelling units in all residential zones citywide. The Planning Commission conducted a public hearing on April 13, 2021 and unanimously recommended approval of ZOTA No. 21.

Background

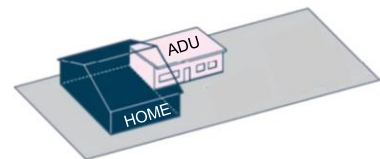
In 2017, the State of California enacted Senate Bill (SB) 1069 and Assembly Bill (AB) 2299 to amend Section 65852.2 of the Government Code. This legislation replaced all previous references to "second unit" with the term "accessory dwelling unit" (ADU). An ADU is a small home (also known as an in-law unit, back house, *casita*, or granny flat) that can be a conversion of a garage or other accessory structure (such as a storage room), addition to existing home, or a new detached building to the rear of a main house. The graphics below (credit: CityLab) demonstrate these three ADU types. An accessory structure attached to a residence can also be converted.



Garage conversion



*New detached building to
the rear of a main house*



*Addition to an existing
home*

Over the years, ADU laws have been revised by the State to create more housing units as a solution to the current housing availability and affordability crisis. Changes to ADU laws effective in 2020 and 2021 further reduce barriers, streamline the approval process, and expand capacity to accommodate the development of ADUs and junior accessory

dwelling units (JADUs). A JADU is a residential unit that is no more than 500 square feet in size and is contained entirely within an existing or proposed single-family structure. As JADUs are not required to contain a bathroom, a resident of a JADU may share bathroom facilities with the residents of the primary dwelling. JADUs were previously an optional housing type, but since 2020 the State has required all jurisdictions to allow JADUs.

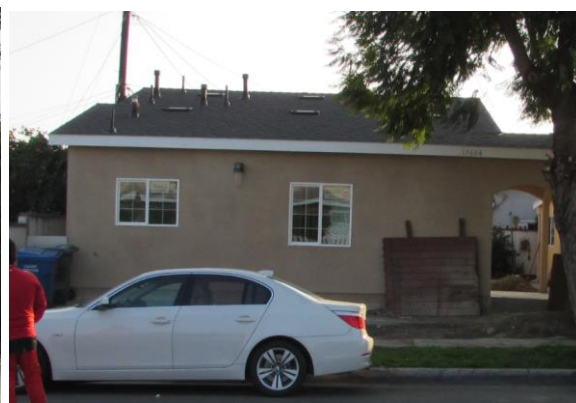
At this time, the City is required to approve ADUs and JADUs at the default State of California standards. The State allows cities to adopt local ADU ordinances with a modicum of possible refinements. The draft ordinance has been prepared as such to protect the health, safety, and welfare of residents and promote neighborhood harmony within the limited State parameters.

ADU examples

Below are properties with an ADU conversion. The first example included a reframed roof with a different orientation from the original condition.



Before



After



Before



After

Proposed Amendment

The Zoning Ordinance would amend Section 17.04.010 (Definitions) and amend in full Chapter 17.104 (Accessory Dwelling Units) of the Paramount Municipal Code.

DEFINITIONS

In the definitions section, the following terms are proposed as follows:

Accessory dwelling unit (ADU). An attached or a detached residential dwelling unit which provides complete independent living facilities for one or more persons. It shall include permanent provisions for living, sleeping, eating, cooking, and sanitation on the same parcel as the single-family dwelling is situated. An accessory dwelling unit also includes the following:

1. An efficiency unit, as defined by Section 17958.1 of the California Health and Safety Code, as may be amended; and
2. A manufactured home, as defined in California [Health and Safety Code](#) Section 18007.

Efficiency kitchen. A kitchen that includes each of the following:

1. A cooking facility with appliances;
2. A food preparation counter that are adequate for the size of the unit; and
3. Food storage cabinets that are adequate for the size of the unit.

Junior Accessory Dwelling Unit (JADU). A residential unit that:

1. Is no more than 500 square feet in size;
2. Is contained entirely within an existing or proposed single-family structure;
3. Includes its own separate sanitation facilities or shares sanitation facilities with the existing or proposed single-family structure; and
4. Includes an efficiency kitchen.

The proposed revisions to Chapter 17.104 (Accessory Dwelling Units) include the following:

- ADUs shall be permitted on any residential or any mixed-use zone that includes a residential component. This is a State requirement. Previously Paramount only allowed ADUs in the R-1 (Single-Family Residential) zone.

- The City will consider ADU applications ministerially without discretionary review or a hearing within 60 calendar days after receiving a completed ADU application. The State reduced the approval timeframe down from 120 days.
- Building Code requirements shall apply to all ADUs.
- The floor area of an attached ADU shall not exceed 50% of the existing living area of the existing dwelling or 1,000 square feet, whichever is more.
- The total floor area for a detached ADU shall not exceed 1,000 square feet for an ADU with two or more bedrooms. This maximum area is a reduction from the 1,200 square feet currently allowed under State law when a city does not have a local ordinance. The State does not allow cities to reduce the maximum ADU area any more than 1,000 square feet.
- The maximum floor area for a one-bedroom ADU shall not exceed 850 square feet.
- The total size of a JADU shall be not exceed more than 500 square feet.
- Detached ADUs must have rear and side setbacks of at least four feet.
- A single-story attached or detached ADU may not exceed 16 feet in height above grade, measured to the peak of the structure. This height maximum is the lowest building height allowed under State law. Without a local ordinance, ADUs are permitted up to the height allowed in the underlying zone. This change will effectively bring ADUs to a one-story height.
- When a garage, carport, or covered parking structure is demolished in conjunction with the construction of an ADU or converted to an ADU, those off-street parking spaces are not required to be replaced.
- Converted ADUs and JADUs on a single-family lot are not required to have a new or separate utility connection directly between the ADU or JADU and the utility. Nor is a connection fee or capacity charge required unless the ADU or JADU is constructed with a new single-family home.
- No more than two detached ADUs may be permitted on a lot that has an existing multi-family dwelling if each detached ADU satisfies side and rear yard setbacks of at least four feet (corner and exterior setbacks for the zoning district apply) and the total floor area is 800 square feet or smaller. According to the State of California, a “multi-family” dwelling is a duplex or other attached homes.
- ADUs established within an existing single-family residence shall meet restrictions and requirements, including independent exterior access and sufficient side and rear setbacks, for fire safety.

The City Attorney has reviewed and approved this Ordinance.

Environmental Assessment

The project is exempt from the California Environmental Quality Act (CEQA) pursuant to CEQA Guidelines Section 15305 – minor alterations in land use limitations in areas with an average slope of less than 20% that do not result in any changes in land use or density; and Section 15061(b)(3) – the general rule that CEQA applies only to projects which have the potential for causing a significant effect on the environment and CEQA does not apply where it can be seen with certainty that there is no possibility that the activity may have a significant effect on the environment.

Summary

The City has been reviewing and approving ADUs in compliance with State law. However, the absence of a local ordinance has resulted in ADU construction based on the State's one-size-fits-all ADU framework for urban areas. The proposed ordinance brings at least a small amount of local differentiation from the State model. Changes include reducing ADUs from 1,200 square feet to 1,000 square feet and reducing the height to 16 feet, and doing so will bring better compatibility between ADUs and the surrounding neighborhoods.

RECOMMENDED ACTION

It is recommended that the City Council read by title only, waive further reading, introduce Ordinance No. 1151, and place it on the next regular agenda for adoption.

CITY OF PARAMOUNT
LOS ANGELES COUNTY, CALIFORNIA

ORDINANCE NO. 1151

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF PARAMOUNT, APPROVING ZONING ORDINANCE TEXT AMENDMENT NO. 21, AMENDING SECTION 17.04.010 (DEFINITIONS) OF TITLE 17 OF THE PARAMOUNT MUNICIPAL CODE; AND AMENDING CHAPTER 17.104 OF TITLE 17 OF THE PARAMOUNT MUNICIPAL CODE IN ITS ENTIRETY, ESTABLISHING REVISED REGULATIONS FOR ACCESSORY DWELLING UNITS AND ADDING REGULATIONS FOR JUNIOR ACCESSORY DWELLING UNITS IN ALL RESIDENTIAL ZONES CITYWIDE IN THE CITY OF PARAMOUNT

THE CITY COUNCIL OF THE CITY OF PARAMOUNT DOES HEREBY ORDAIN AS FOLLOWS:

SECTION 1. Purpose and Findings. The City Council finds and declares as follows:

- A. California Constitution Article XI, Section 7, enables the City of Paramount ("the City") to enact local planning and land use regulations; and
- B. The authority to adopt and enforce zoning regulations is an exercise of the City's police power to protect the public health, safety, and welfare; and
- C. The authority to adopt and enforce zoning regulations is an exercise of the City's police power to protect the public health, safety, and welfare; and
- D. The City desires to ensure that development occurs in a prudently effective manner, consistent with the goals and objectives of the General Plan as updated and adopted by the City Council on August 7, 2007 and reasonable land use planning principles; and
- E. The Planning Commission held a duly noticed public hearing on April 13, 2021 at which time it considered all evidence presented, both written and oral, and at the end of the hearing voted to adopt Resolution No. PC 21:006, recommending that the City Council adopt this Ordinance; and
- F. The City Council held a duly noticed public hearing on this Ordinance on May 4, 2021, at which time it considered all evidence presented, both written and oral.

SECTION 2. The Recitals set forth hereinabove are true and correct and incorporated herein by reference as if fully set forth herein.

SECTION 3. Section 17.04.010 (Definitions) of Title 17 of the Paramount Municipal Code is hereby amended as follows to:

Amend the following definition:

Accessory Dwelling Unit (ADU). An attached or a detached residential dwelling unit which provides complete independent living facilities for one or more persons. It shall include permanent provisions for living, sleeping, eating, cooking, and sanitation on the same parcel as the single-family dwelling is situated. An accessory dwelling unit also includes the following:

1. An efficiency unit, as defined by Section 17958.1 of the California Health and Safety Code, as may be amended; and
2. A manufactured home, as defined in California Health and Safety Code Section 18007.

Add the following definitions:

Efficiency kitchen. A kitchen that includes each of the following:

1. A cooking facility with appliances;
2. A food preparation counter that is adequate for the size of the unit; and
3. Food storage cabinets that are adequate for the size of the unit.

Junior Accessory Dwelling Unit (JADU). A residential unit that:

1. Is no more than 500 square feet in size;
2. Is contained entirely within an existing or proposed single-family structure;
3. Includes its own separation sanitation facilities or shares sanitation facilities with the existing or proposed single-family structure; and
4. Includes an efficiency kitchen.

Living area. The interior habitable area of a dwelling unit including basements and attics meeting habitable space requirements of the California Building Code with Los Angeles County amendments but does not include a garage or accessory structure.

Nonconforming zoning condition. A physical improvement on a property that does not conform with current zoning standards.

Passageway. A pathway that is unobstructed clear to the sky and extends from a street to one entrance of an accessory dwelling unit.

Proposed dwelling. A dwelling that is the subject of a permit application and that meets the requirements for permitting.

Public transit. A location, including, but not limited to, a bus stop or train station, where the public may access buses, trains, subways, and other forms of transportation that charge set fares, run on fixed routes, and are available to the public.

Tandem parking. Two or more automobiles parked on a driveway or in any other location on a lot, lined up behind one another.

SECTION 4. Chapter 17.104 of the Paramount Municipal Code is hereby amended in full to read as follows:

Chapter 17.104

ACCESSORY DWELLING UNITS (ADUs)

17.104.010 Purpose.

The accessory dwelling unit (ADU) and junior accessory dwelling unit (JADU) regulations set forth are established to comply with the state standards and requirements set forth in Section 65852.2 and 65852.22 of the California Government Code. All provisions set forth in these Sections 65852.2 and 65852.22 shall be subject to the applicable preemptive limitations set forth in such Government Code Sections 65852.2 and 65852.22, as those may be amended from time to time.

17.104.020 Effect of nonconforming.

An ADU or JADU that conforms to the standards in this section will not be:

- A. Deemed inconsistent with the Paramount General Plan and zoning designation for the lot on which the ADU or JADU is located.
- B. Deemed to exceed the allowable density for the lot on which the ADU or JADU is located.
- C. Considered in the application of any local ordinance, policy, or program to limit residential growth.
- D. Required to correct a nonconforming zoning condition, as defined in Section 17.104.030. This effect does not prevent the City from enforcing compliance with applicable building standards in accordance with California Health and Safety Code Section 17980.12.

17.104.030 Definitions.

Accessory dwelling unit (ADU). As set forth in Section 17.04.010, an "accessory dwelling unit," or "ADU" means an attached or a detached residential dwelling unit which provides complete independent living facilities for one or more persons. It shall include permanent provisions for living, sleeping, eating, cooking, and sanitation on the same parcel as the single-family dwelling is situated. It shall include a manufactured home, as defined in California Health and Safety Code Section 18007. A trailer, motor vehicle, or other recreational vehicle may not be used as an ADU or maintained as a habitable unit or living area on a residential lot.

Efficiency kitchen. A kitchen that includes each of the following:

- A. A cooking facility with appliances;
- B. A food preparation counter that are adequate for the size of the unit; and
- C. Food storage cabinets that are adequate for the size of the unit.

Junior Accessory Dwelling Unit (JADU). A residential unit that:

- A. Is no more than 500 square feet in size;
- B. Is contained entirely within an existing or proposed single-family structure;
- C. Includes its own separation sanitation facilities or shares sanitation facilities with the existing or proposed single-family structure; and
- D. Includes an efficiency kitchen.

Living area. The interior habitable area of a dwelling unit including basements and attics meeting habitable space requirements of the California Building Code with Los Angeles County amendments but does not include a garage or accessory structure.

Nonconforming zoning condition. A physical improvement on a property that does not conform with current zoning standards.

Passageway. A pathway that is unobstructed clear to the sky and extends from a street to one entrance of the accessory dwelling unit (ADU).

Proposed dwelling. A dwelling that is the subject of a permit application and that meets the requirements for permitting.

Public transit. A location, including, but not limited to, a bus stop or train station, where the public may access buses, trains, subways, and other forms of transportation that charge set fares, run on fixed routes, and are available to the public.

Tandem parking. Two or more automobiles are parked on a driveway or in any other location on a lot, lined up behind one another.

17.104.030 Permitted locations and zones.

ADUs shall be permitted in all residential zones and all mixed-use zones that allow residential uses. New ADUs are not permitted in commercial zones or manufacturing zones.

17.104.040 Applications.

The City shall consider ADU and JADU applications ministerially without discretionary review or a hearing within 60 calendar days after receiving a completed application if there is an existing single-family or multifamily dwelling on the lot, if it meets the minimum ADU and JADU standards of Chapter 17.104 of the Paramount Municipal Code.

17.104.050 Impact fees.

No impact fees are required for an ADU that is less than 750 square feet in size. Any impact fee that is required for an ADU that is 750 square feet or larger in size shall be calculated proportionally in relation to the square footage of the primary unit. (e.g., the floor area of the primary dwelling, divided by the floor area of the ADU, times the typical fee amount charged for a new dwelling unit). The property owner shall pay all applicable impact fees related to an ADU.

17.104.060 Design.

The architectural design, exterior materials, and color of an ADU shall be similar and compatible to the architectural design, exterior materials, including window style and materials, roof slopes, and color of the existing or proposed dwelling on the same lot. If an attached or detached garage is converted to an ADU, the garage door shall be replaced with an exterior wall compatible with the existing dwelling.

17.104.070 Building codes.

City building code requirements set forth in Title 15 of the Paramount Municipal Code shall apply to ADUs and JADUs.

17.104.080 Configuration.

- A. An ADU may be attached to the existing dwelling, located within the living area of the existing dwelling, or detached from the existing dwelling unit so long that it is located on the same lot as the existing dwelling. An ADU which is to be located within the living area of the existing dwelling shall comply with those standards in Section 17.104.210 (single-family dwelling) or Section 17.104.230 (multifamily dwelling). Notwithstanding, only one JADU when contained entirely within an existing or proposed single-family residence and not exceeding 500 square feet is allowed on the same lot as an ADU.
- B. An attached ADU may have a separate entrance which may be facing the side or the rear yards; provided, however, any entry for the ADU shall not be visible from the primary street on which the property fronts unless physically infeasible.

17.104.090 Floor area and unit size requirements for ADU.

- A. The floor area of an attached ADU shall not exceed 50% of the existing living area of the existing dwelling or 1,000 square feet, whichever is greater.
- B. The maximum floor area for an ADU shall not exceed 1,000 square feet.
- C. The maximum floor area for a one bedroom ADU shall not exceed 850 square feet.
- D. The minimum size for an ADU shall be of sufficient floor area for an efficiency unit with efficiency kitchen. ADUs that meet the requirements of Section 17.104.090 shall be approved ministerially.

17.104.100 Lot size.

ADUs shall be permitted on any residential or any mixed-use zone that includes a residential component without regard to lot size.

17.104.110 Building height.

An attached or detached ADU may not exceed 16 feet in height above grade, measured to the peak of the structure.

17.104.120 Minimum structure separation for a detached ADU.

A minimum six-foot separation must be maintained between the ADU and the existing single-family dwelling or accessory structure on the same lot.

17.104.130 Setbacks.

- A. Detached ADUs must have rear and side setbacks of at least four feet.
- B. Attached ADUs shall meet the setback requirement of the zone in which they are located.
- C. When an existing detached or attached garage is proposed to be converted to an ADU, no additional setbacks shall be required subject to meeting the zoning requirements of the Paramount Municipal Code, including, but not limited to, life safety, emergency egress, and fire code requirements set forth therein.

17.104.140 Prohibiting subdivision.

Nothing contained herein shall be construed to permit subdivisions of real property otherwise prohibited by the Paramount Municipal Code or State law.

17.104.150 Parking.

- A. Off-street parking is not required for an ADU or JADU located less than one half-mile walking distance of public transit. If a property is not within a half-mile of walking distance to a transit stop, one off-street parking space shall be provided and may be located in setback areas or as tandem parking, as defined in Section 17.140.020.

- B. When a garage, carport, or covered parking structure is demolished in conjunction with the construction of an ADU or converted to an ADU, those off-street parking spaces are not required to be replaced.

17.104.160 Driveways.

A property developed with an ADU, whether located on a corner lot or an interior lot, may only maintain one driveway approach and one driveway. When a property is accessible by both a public street and a public alley right-of-way at the rear or side property line, one additional driveway opening may be maintained only from the alley right-of-way.

17.104.170 Passageways.

A separate passageway shall not be required in conjunction with the construction of an ADU.

17.104.180 Fire sprinklers.

Fire sprinklers are required in an ADU if sprinklers are required in the primary residence.

17.104.190 Utility connections.

Converted ADUs (and JADUs on a single-family lot), created under Section 17.104.210 or Section 17.104.230, are not required to have a new or separate utility connection directly between the ADU or JADU and the utility. A connection fee or capacity charge is not required unless the ADU or JADU is constructed with a new single-family home.

17.104.200 Tenancy and restrictive covenant.

- A. An ADU or JADU may be rented separate from the primary residence, but may not be sold or otherwise conveyed separate from the primary residence.
- B. No ADU or JADU may be rented for a term that is less than 30 days.
- C. Owner-occupancy in the single-family residence in which a JADU is permitted is required. The owner may reside in either the remaining portion of the structure or the newly created JADU. Owner-occupancy shall not be required if the owner is another governmental agency, land trust, or housing organization. A deed restriction shall be recorded
- D. Any covenant, restriction, or condition contained in any deed, contract, security instrument, or other instrument affecting the transfer or sale of any interest in a planned development, and any provision of a governing document, that either effectively prohibits or unreasonably restricts the construction or use of an ADU or JADU on a lot zoned for residential use that meets the requirements of Section 65852.2 or 65852.22 of the Government Code, is void and unenforceable.

17.104.210 Conversions of existing interior space – single-family.

This option cannot be combined with the construction of a new detached ADU under Section 17.104.220. An application for a building permit to create only one ADU and JADU per lot with an existing or proposed single-family dwelling shall be ministerially approved subject to the following requirements:

- A. The unit is contained within the existing space of a legally permitted accessory structure or single-family residence.
- B. The unit either within the space of a proposed single-family dwelling unit; within the existing space of an existing single-family dwelling; or within the existing space of an accessory structure (ADU only), plus up to 150 additional square feet if the expansion is limited to accommodating ingress and egress.
- C. The unit has independent exterior access from the existing single-family residence.
- D. The side and rear setbacks are sufficient for fire safety as dictated by applicable fire and building codes.
- E. The applicant shall not be required to provide an off-street parking space for the ADU.
- F. Design review shall not be required for minimal exterior changes that do not expand the existing structure.
- G. The applicant shall not be required to install a new or separate utility connection directly between the ADU and the utility, and shall not be charged a connection fee or capacity charge related to such requirement. The applicant may voluntarily install a new or separate utility connection, which are only subject to any applicable fees when constructed with a new single-family dwelling.

17.104.220 Detached ADUs – single-family.

This option cannot be combined with conversions of existing single-family interior space under Section 17.104.210. One detached, new construction ADU on a lot with a proposed or existing single-family dwelling shall be ministerially approved (in addition to any JADU that might otherwise be established under JADU regulations), if the detached ADU satisfies the following limitations:

- A. The side yard and rear yard setbacks are at least four feet; (corner and exterior setbacks for the zoning designation apply); and
- B. The total floor area is no more than 850 square feet for a one-bedroom ADU or no more than 1,000 square feet for an ADU that provides more than one bedroom; and
- C. The peak height above grade is 16 feet or less.

17.104.230 Conversions of existing interior space – multifamily.

This option cannot be combined with the construction of a new detached ADU under Section 17.104.240. Multiple ADUs within portions of existing multifamily dwelling structures that are not used as livable space, including but not limited to storage rooms, boiler rooms, passageways, attics, basements, or garages, shall be ministerially

approved if each converted ADU complies with state building standards for dwellings. At least one converted ADU is allowed within an existing multifamily dwelling, or up to 25 percent of the existing multifamily dwelling units may each have a converted ADU under this section.

17.104.240 Detached ADUs – multifamily.

This option cannot be combined with conversions of existing multifamily interior space under Section 17.104.230. No more than two detached ADUs shall be ministerially approved on a lot that has an existing multi-family dwelling if each detached ADU satisfies the following limitations:

- A. The side yard and rear yard setbacks are at least four feet; (corner and exterior setbacks for the zoning designation apply); and
- B. The total floor area is no more than 850 square feet for a one-bedroom ADU or no more than 1,000 square feet for an ADU that provides more than one bedroom.

17.104.250 Mixed single-family and multifamily properties.

Properties with both at least one single-family dwelling and at least one multifamily dwelling are only eligible for one of the four categories described above in Section 17.104.210, Section 17.104.220, Section 17.104.230, and Section 17.104.240 of the Paramount Municipal Code.

17.104.250 Existing units.

Existing ADUs that have not been approved by the City are required to obtain approval in order to be considered a lawful use. Existing unapproved ADUs are not considered a legal nonconforming use.

17.104.260 Failure to comply.

Any individual, entity, company, or corporation who fails at any time to comply with, or violates the provisions of this chapter and/or any requirements imposed as a condition of being granted a land use entitlement, shall be subject to the enforcement provisions as enumerated in the Paramount Municipal Code.

SECTION 5. California Environmental Quality Act (CEQA). This ordinance is exempt from CEQA pursuant to CEQA Guidelines Section 15305, minor alterations in land use limitations in areas with an average slope of less than 20% that do not result in any changes in land use or density and Section 15061(b)(3) which is the general rule that CEQA applies only to projects which have the potential for causing a significant effect on the environment and CEQA does not apply where it can be seen with certainty that there is no possibility that the activity may have a significant effect on the environment.

SECTION 6. Severability. If any section, subsection, sentence, clause or phrase in this ordinance or the application thereof to any person or circumstance is for any reason held invalid, the validity of the remainder of the ordinance or the application of such provision to other persons or circumstances shall be adopted thereby. The City Council

hereby declares it would have passed this ordinance and each section, subsection, sentence, clause or phrase thereof, irrespective of the fact that one or more sections, subsections, sentences, clauses, or phrases or the application thereof to any person or circumstance be held invalid.

SECTION 7. Effective Date. This Ordinance shall take effect thirty days after its adoption, shall be certified as to its adoption by the City Clerk, and shall be published once in the Paramount Journal within 15 days after its adoption together with the names and members of the City Council voting for and against the Ordinance.

PASSED, APPROVED and ADOPTED by the City Council of the City of Paramount this 8th day of June 2021.

Brenda Olmos, Mayor

ATTEST

Heidi Luce, City Clerk

JUNE 8, 2021

AUTHORIZATION TO PURCHASE

TWO (2) MESSAGE BOARDS ON TRAILERS

MOTION IN ORDER:

AUTHORIZE THE PURCHASE OF TWO (2) MESSAGE BOARDS ON TRAILERS FROM HI-WAY SAFETY, CHINO, CALIFORNIA, IN THE AMOUNT OF \$28,845.63.

MOTION:

MOVED BY: _____

SECONDED BY: _____

[] APPROVED

[] DENIED

ROLL CALL VOTE:

AYES: _____

NOES: _____

ABSENT: _____

ABSTAIN: _____



To: Honorable City Council

From: John Moreno, City Manager

By: Adriana Figueroa, Public Works Director
Wendy Macias, Public Works Manager

Date: June 8, 2021

Subject: AUTHORIZATION TO PURCHASE TWO (2) MESSAGE BOARDS ON TRAILERS

On May 13, 2021, Public Works staff opened and examined the bids for the provision of two (2) message boards on trailers. The bids were opened at 11:00 AM in the Public Works office.

Two (2) bids were received and the apparent low bid submitted by Hi-Way Safety amounted to \$28,845.63. The budgeted amount in the Fiscal Year 2021 Approved Budget for this project is \$34,000. The high bid was in the amount of \$33,057.64. Attached is a list of bidders.

In the past, the City has rented message boards mainly for its Tree Lighting Ceremony and its Halloween Carnival. However, in the last year, message boards were rented to inform residents and the public of other important information or community events. By purchasing its own message boards, the City can continue to utilize them with higher frequency without incurring the monthly rental fees.

RECOMMENDED ACTION

It is recommended that the City Council authorize the purchase of two (2) message boards on trailers from Hi-Way Safety, Chino, California, in the amount of \$28,845.63.

JOB NAME: AUTHORIZATION TO PURCHASE TWO (2) MESSAGE BOARDS ON TRAILERS

BID DATE: Thursday, May 13, 2021

BID TIME: 11:00 AM

	<u>Company Name</u>	<u>Company Address</u>	<u>Bid Amount</u>
1.	Hi-Way Safety	Chino, CA	\$28,845.63
2.	Statewide Traffic Safety & Signs, Inc.	Garden Grove, CA	\$33,057.64

JUNE 8, 2021

PUBLIC HEARING

RESOLUTION NO. 21:014

LANDSCAPE MAINTENANCE ASSESSMENT DISTRICT NO. 81-1

“A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PARAMOUNT
CONFIRMING A DIAGRAM AND ASSESSMENT AND PROVIDING FOR
ANNUAL ASSESSMENT LEVY”

- A. **MAYOR** TO OPEN THE PUBLIC HEARING BY ANNOUNCING THAT THIS IS THE TIME AND PLACE FOR THE HEARING OF PROTESTS OR OBJECTIONS TO THE ANNUAL LEVY OF ASSESSMENTS FOR LANDSCAPE MAINTENANCE ASSESSMENT DISTRICT NO. 81-1 FOR THE FISCAL YEAR 2021-2022.
- B. **CITY MANAGER** TO ANNOUNCE THAT NOTICE OF THIS HEARING HAS BEEN GIVEN PURSUANT TO THE PROVISIONS OF THE “LANDSCAPING AND LIGHTING ACT OF 1972,” BEING DIVISION 15 OF THE STREETS AND HIGHWAYS CODE OF THE STATE OF CALIFORNIA AND THAT THE AFFIDAVITS OF PUBLICATION AND POSTING ARE ON FILE IN THE CITY CLERK’S OFFICE.
- C. **CITY MANAGER** TO ANNOUNCE THE NUMBER OF WRITTEN PROTESTS RECEIVED. IF ANY, THEN ANNOUNCE THAT COPIES HAVE BEEN DELIVERED TO EACH MEMBER OF THE COUNCIL, OR SUMMARIZE THE CONTENTS THEREOF.

CONTINUED... PLEASE TURN PAGE

D. **MAYOR** TO ASK TO HEAR FROM THOSE WHO HAVE FILED A WRITTEN PROTEST.

(1) ASK TO HEAR FROM THOSE IN FAVOR

(2) ASK TO HEAR FROM THOSE OPPOSED

(3) ALLOW TIME FOR REBUTTAL

E. **CITY MANAGER** TO REPORT AS TO PERCENTAGE OF WRITTEN PROTESTS FILED.

F. **AFTER DISCUSSION, MOTION TO CLOSE THE PUBLIC HEARING.**

<u>MOTION:</u>	<u>ROLL CALL VOTE:</u>
MOVED BY: _____	AYES: _____
SECONDED BY: _____	NOES: _____
[] APPROVED	ABSENT: _____
[] DENIED	ABSTAIN: _____

G. **MOTION IN ORDER:**

OVERRIDE AND DENY ALL PROTESTS, READ BY TITLE ONLY AND ADOPT RESOLUTION NO. 21:014.

<u>MOTION:</u>	<u>ROLL CALL VOTE:</u>
MOVED BY: _____	AYES: _____
SECONDED BY: _____	NOES: _____
[] APPROVED	ABSENT: _____
[] DENIED	ABSTAIN: _____



To: Honorable City Council
From: John Moreno, City Manager
By: Adriana Figueroa, Public Works Director
Rafael Casillas, City Engineer
Date: June 8, 2021

**Subject: RESOLUTION NO. 21:014
PUBLIC HEARING TO LEVY AND COLLECT ASSESSMENTS FOR
LANDSCAPE MAINTENANCE ASSESSMENT DISTRICT NO. 81-1
ORANGE AVENUE INDUSTRIAL PARK**

On May 4, 2021, the City Council adopted Resolution No. 21:011 approving the Engineer's Report and Resolution No. 21:012 declaring the Council's intention to form, levy and collect assessments for Landscape Maintenance Assessment District No. 81-1. The City Council also set June 8, 2021, at 6:00 p.m., as the public hearing date for comments by affected property owners.

Pursuant to the Landscaping and Lighting Act of 1972, the City Clerk has given notice of the public hearing by causing a Resolution of Intention to be published and posted at least 10 days prior to the hearing date.

Two procedural steps are necessary at this meeting. The first is to hold the public hearing to receive protests or objections in reference to the assessment and diagram and any other matters contained in the Resolution of Intention. Following the public hearing, the City Council will consider adopting Resolution No. 21:014 confirming the diagram and assessment and providing for the annual assessment levy on Landscape Maintenance District No. 81-1. The Resolution will be adopted if written protests filed and not withdrawn, do not represent property owners owning more than fifty percent (50%) of the area of assessable lands within the District, and all protests are overruled and denied.

RECOMMENDED ACTION

It is recommended that the City Council read by title only and adopt Resolution No. 21:014.

CITY OF PARAMOUNT
LOS ANGELES COUNTY, CALIFORNIA

RESOLUTION NO. 21:014

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PARAMOUNT
CONFIRMING A DIAGRAM AND ASSESSMENT AND PROVIDING FOR
ANNUAL ASSESSMENT LEVY

LANDSCAPE MAINTENANCE ASSESSMENT DISTRICT NO. 81-1

WHEREAS, the City Council has initiated proceedings for the annual levy of the assessments for a maintenance district pursuant to the terms and provisions of the "Landscaping and Lighting Act of 1972", being Part 2 of Division 15 of the Streets and Highways Code of the State of California, in a landscaping and lighting maintenance district known and designated as: LANDSCAPE MAINTENANCE ASSESSMENT DISTRICT NO. 81-1 (hereinafter referred to as the "District"); and

WHEREAS, the City Council has ordered the preparation of a report and the City Engineer has prepared and filed with this City Council a report pursuant to for its consideration and subsequently thereto this City Council did adopt its Resolution of Intention to Levy and Collect Assessments for the Next Ensuing Fiscal Year relating to the above referenced District, and further did proceed to give notice of the time and place for a Public Hearing on all matters relating to said annual levy of the proposed assessment; and

WHEREAS, at this time, the City Council has heard all testimony and evidence and is desirous of proceeding with the annual levy of assessments.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF PARAMOUNT AS FOLLOWS:

SECTION 1. The above recitations are all true and correct.

SECTION 2. Upon the conclusion of the Public Hearing, written protests filed, and not withdrawn, did not represent property owners owning more than fifty percent (50%) of the area of assessable lands within the District, and all protests are overruled and denied.

SECTION 3. This City Council hereby confirms the diagram and assessment as submitted and orders the annual levy of the assessment for the fiscal year and in the amounts as set forth in the Engineer's Report and as referred to in the Resolution of Intention as previously adopted relating to said annual assessment levy.

SECTION 4. The diagram and assessment as set forth and contained in said Report are hereby confirmed and adopted by this City Council.

SECTION 5. The adoption of this Resolution constitutes the levy of the maintenance assessment for the fiscal year July 1, 2021 - June 30, 2022.

SECTION 6. The estimates of costs, the assessment diagram, the assessments and all other matters, as set forth in the Engineer's Report, pursuant to said "Landscaping and Lighting Act of 1972", as submitted, are hereby approved, adopted by this City Council and hereby confirmed.

SECTION 7. The maintenance works of improvements contemplated by the Resolution of Intention shall be performed pursuant to law and the County Auditor shall enter on the County Assessment Roll, the amount of the assessment and said assessment shall then be collected at the same time and in the same manner as the County taxes are collected. After collection by said County, the net amount of the assessment shall be paid to the City Treasurer of said City.

SECTION 8. The City Treasurer has previously established a special fund known as:

CITY OF PARAMOUNT
LANDSCAPE MAINTENANCE ASSESSMENT DISTRICT NO. 81-1

into which the City Treasurer shall place all monies collected by the Tax Collector pursuant to the provisions of this Resolution and law, and said transfer shall be made and accomplished as soon as said monies have been made available to said City Treasurer.

SECTION 9. The City Clerk is hereby ordered and directed to file a certified copy of the diagram and assessment roll with the County Auditor, together with a certified copy of this Resolution upon its adoption.

SECTION 10. A certified copy of the assessment and diagram shall be filed in the Office of the City Engineer, with a duplicate copy on file in the Office of the City Clerk and open for public inspection.

SECTION 11. This Resolution shall take effect immediately upon its adoption.

PASSED, APPROVED, and ADOPTED by the City Council of the City of Paramount this 8th day of June 2021.

Brenda Olmos, Mayor

ATTEST:

Heidi Luce, City Clerk

APPROVED AS TO FORM:

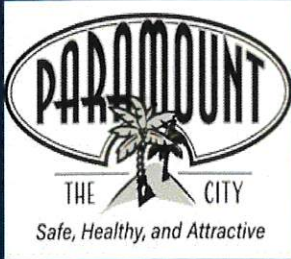
John E. Cavanaugh, City Attorney

I HEREBY CERTIFY that the foregoing is a true and correct copy of Resolution No. 21:014 passed and adopted by the City Council of the City of Paramount at a regular meeting held on the 8th day of June 2021.

Heidi Luce, City Clerk

**City of Paramount
Landscape Maintenance District No. 81-1**





City of Paramount

Landscape and Maintenance Assessment District No. 81-1

2021/2022 ENGINEER'S ANNUAL LEVY REPORT

27368 Via Industria
Suite 200
Temecula, CA 92590
T 951.587.3500 | 800.755.6864
F 951.587.3510 | 888.326.6864

Property Tax Information Line
T. 866.807.6864

www.willdan.com



ENGINEER'S REPORT AFFIDAVIT
Landscape and Maintenance Assessment
District No. 81-1

City of Paramount
Los Angeles County, State of California

This report describes the District including the improvements, budgets, parcels and assessments to be levied for fiscal year 2021/2022, as they existed at the time of the passage of the Resolution of Intention. Reference is hereby made to the Los Angeles County Assessor's maps for a detailed description of the lines and dimensions of parcels within the District. The undersigned respectfully submits the enclosed report as directed by the City Council.

Dated this 28 day of April, 2021.

Willdan Financial Services
Assessment Engineer
On Behalf of the City of Paramount

Chonney Gano

By: _____

Chonney Gano
Project Manager, District Administration Services

By: *Rafael Casillas*

Rafael Casillas
R. C. E. # 68234

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I. INTRODUCTION

This report is prepared pursuant to action taken by the City Council of the City of Paramount (the "City Council") at their regular meeting ordering a report for the levy of assessments for the fiscal year commencing July 1, 2021 and ending June 30, 2022. The report is prepared in recognition with the requirements of the California Constitution Article XIID, and the provisions of the Landscaping and Lighting Act of 1972, being Part 2 of Division 15 of the California Streets and Highways Code. The District is known as:

City of Paramount Landscape and Maintenance Assessment District No. 81-1

This District, by special benefit assessments, will provide funding for the operation and maintenance of public landscaping facilities within the public rights-of-way in the City of Paramount (the "City"). The items funded by the District are exempt from the procedural and approval requirements set forth in Section 5a & 5b of Article XIID of the California Constitution that states: "*the following assessments existing on the effective date of this Article shall be exempt from the procedures and approval process set forth in Section 4:*

(a) any assessment imposed exclusively to finance the capital costs or maintenance and operation expenses for sidewalks, streets, sewers, water, flood control, drainage systems or vector control...

(b) any assessment imposed pursuant to a petition signed by the persons owning all of the parcels subject to the assessment at the time the assessment is initially imposed...

The assessments for the District were petitioned by 100 percent of the owners at the time of formation and are used exclusively to fund the maintenance and operation expenses for Landscape Improvements that are considered part of the Street Maintenance. Furthermore, the assessments for the District have not been increased since prior to July 1, 1997. Therefore, the Assessment District is exempt from the procedural and approval requirements of Article XIID.

II. BOUNDARIES

Boundaries of the District consist of all properties fronting Orange Avenue or fronting streets that connect to Orange Avenue between Rosecrans Avenue on the south and the Los Angeles Department of Water and Power land rights-of-way on the north. The westerly boundary is the Los Angeles County Flood Control District right-of-way for the Los Angeles River. All parcels of land identified in the latest Los Angeles County (the "County") Assessor's parcel maps within the above boundaries so designated are included in the District except those assessments not levied within that area upon public streets, other public properties, properties encumbered by easements so as to preclude development and properties of such small size or irregular shape that buildings or development could not occur upon them in a manner in which the majority of the area has been redeveloped.

III. IMPROVEMENTS AUTHORIZED BY THE 1972 ACT

As applicable or may be applicable to this proposed District, the 1972 Act defines improvements to mean one or any combination of the following:

- The installation or planting of landscaping.
- The installation or construction of statuary, fountains, and other ornamental structures and facilities.
- The installation or construction of public lighting facilities.
- The installation or construction of any facilities which are appurtenant to any of the foregoing or which are necessary or convenient for the maintenance or servicing thereof, including, but not limited to, grading, clearing, removal of debris, the installation or construction of curbs, gutters, walls, sidewalks, or paving, or water, irrigation, drainage, or electrical facilities.
- The maintenance or servicing, or both, of any of the foregoing.
- The acquisition of any existing improvement otherwise authorized pursuant to this section.

Incidental expenses associated with the improvements including, but not limited to:

- The cost of preparation of the report, including plans, specifications, estimates, diagram, and assessment;
- The costs of printing, advertising, and the publishing, posting and mailing of notices;
- Compensation payable to the County for collection of assessments;
- Compensation of any engineer or attorney employed to render services;
- Any other expenses incidental to the construction, installation, or maintenance and servicing of the improvements;

- Any expenses incidental to the issuance of bonds or notes pursuant to Section 22662.5.
- Costs associated with any elections held for the approval of a new or increased assessment.

The 1972 Act defines "Maintain" or "maintenance" to mean furnishing of services and materials for the ordinary and usual maintenance, operation, and servicing of any improvement, including:

- Repair, removal, or replacement of all or any part of any improvement.
- Providing for the life, growth, health, and beauty of landscaping, including cultivation, irrigation, trimming, spraying, fertilizing, or treating for disease or injury.
- The removal of trimmings, rubbish, debris, and other solid waste.
- The cleaning, sandblasting, and painting of walls and other improvements to remove or cover graffiti.

IV. IMPROVEMENTS

The improvements consist of maintaining the landscaping within the public rights-of-way at the entranceway to the Orange Avenue Redevelopment Project. Maintenance shall include but not be limited to watering, fertilizing, mowing, weed control, shrubbery and tree pruning, removal and replacement of dead growth, maintenance of irrigation facilities, and other necessary work. Labor, equipment and materials shall be furnished by the City.

V. COST ESTIMATE

The costs shown below are estimated for fiscal year 2021/2022 and consist of the total cost for maintaining the improvements, including any surplus or deficit in funds from the previous year for these proceedings. The maintenance costs are determined by evaluating the prior year maintenance costs. The costs for fiscal year 2021/2022 are shown below.

Maintenance and Improvements		Cost
Personnel Cost		\$7,000.00
Supplies, Equipment and Replacement		4,100.00
Incidentals		3,100.00
Total Assessment District Costs FY 2021/2022		\$14,200.00

VI. METHOD OF ASSESSMENT

The District was developed for the special and direct benefit of all the properties included within the District's boundaries, and all parcels benefit from the improvements. Public properties and utility properties have not been assessed. When the District was formed, each of the benefiting properties within the District was assigned a proportional benefit factor.

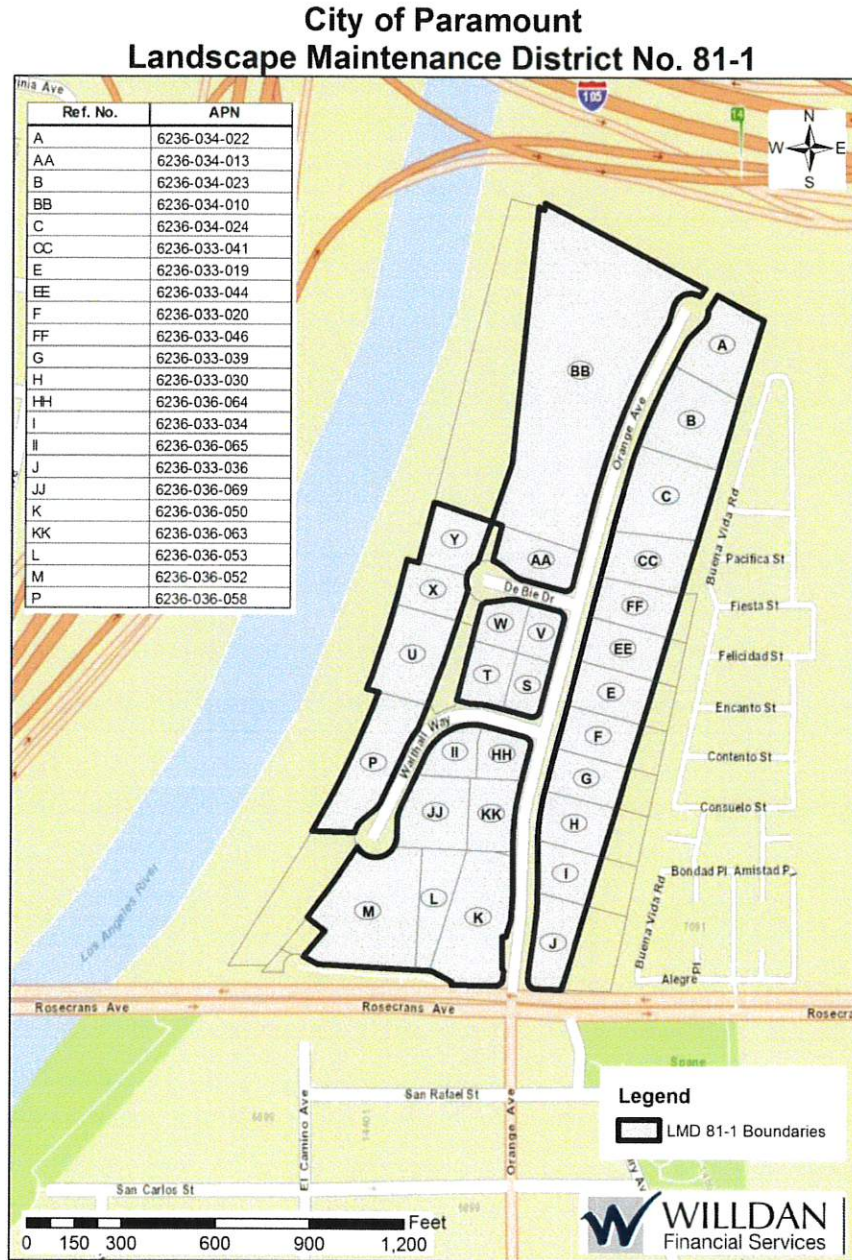
The following is a list of parcels and their proportional allocation originally established.

Assessment Number	Assessor's Parcel Number	Area Percent Allocation	Assessment Number	Assessor's Parcel Number	Area Percent Allocation
A	6236-034-022	2.66	S	6236-034-025	1.35
B	6236-034-023	3.29	T	6236-034-026	1.47
C	6236-034-024	3.57	U	6236-034-039	3.38
E	6236-033-019	2.39	U*	6236-034-038	0.00
E*	6236-033-011	0.00	V	6236-034-019	1.16
F	6236-033-020	2.41	W	6236-034-018	1.12
F*	6236-033-015	0.00	X	6236-034-037	1.51
G	6236-033-039	4.30	X*	6236-034-036	0.00
G*	6236-033-038	0.00	Y	6236-034-015	2.04
H	6236-033-030	2.79	Y*	6236-034-014	0.00
H*	6236-033-031	0.00	AA	6236-034-013	1.82
I	6236-033-034	2.52	BB	6236-034-010	26.16
I*	6236-033-033	0.00	BB*	6236-034-009	0.00
I*	6236-033-035	0.00	CC	6236-033-041	2.22
J	6236-033-036	3.80	EE	6236-033-044	2.17
J*	6236-033-037	0.00	EE*	6236-033-045	0.00
K	6236-036-050	4.20	FF	6236-033-046	2.42
L	6236-036-053	1.82	FF*	6236-033-047	0.00
M	6236-036-052	9.12	HH	6236-036-064	1.18
M*	6236-036-051	0.00	II	6236-036-065	1.19
M*	6236-036-049	0.00	JJ	6236-036-069	2.66
P	6236-036-058	3.54	KK	6236-036-063	1.74
				44 parcels	100.00

* Portion of Bifurcated Lots that are not assessed.

VII. BOUNDARY MAPS

The following diagram shows the boundaries of the District.



VIII. ASSESSMENT ROLL FISCAL YEAR 2021/2022

Parcel identification, for each lot or parcel within the District, shall be the parcel as shown on the County Assessor Parcel Maps and/or the County Secured Roll for the year in which this report is prepared. A listing of parcels assessed within this District along with the assessment amounts are listed below.

Assessor's Parcel Number	Situs	Address	Area Percent	2021/2022 Assessment
6236-033-019	14050	ORANGE AVE	2.39%	\$339.38
6236-033-020	14066	ORANGE AVE	2.41%	342.22
6236-033-030	14100	ORANGE AVE	2.79%	396.18
6236-033-034	14100	ORANGE AVE	2.52%	357.84
6236-033-036	7003	ROSECRANS AVE	3.80%	539.60
6236-033-039	14080	ORANGE AVE	4.30%	610.60
6236-033-041	14010	ORANGE AVE	2.22%	315.24
6236-033-044	14030	ORANGE AVE	2.17%	308.14
6236-033-046	14020	ORANGE AVE	2.42%	343.64
6236-034-010	14001	ORANGE AVE	26.16%	3,714.72
6236-034-013	14005	ORANGE AVE	1.82%	258.44
6236-034-015	6801	DE BIE DR	2.04%	289.68
6236-034-018	6840	DE BIE DR	1.12%	159.04
6236-034-019	14019	ORANGE AVE	1.16%	164.72
6236-034-022	13900	ORANGE AVE	2.66%	377.72
6236-034-023	13942	ORANGE AVE	3.29%	467.18
6236-034-024	13984	ORANGE AVE	3.57%	506.94
6236-034-025	14053	ORANGE AVE	1.35%	191.70
6236-034-026	6859	WALTHALL WAY	1.47%	208.74
6236-034-037	6800	DE BIE DR	1.51%	214.42
6236-034-039	6851	WALTHALL WAY	3.38%	479.96
6236-036-050	6837	ROSECRANS AVE	4.20%	596.40
6236-036-052	6825	ROSECRANS AVE	9.12%	1,295.04
6236-036-053	6833	ROSECRANS AVE	1.82%	258.44
6236-036-058	6825	WALTHALL WAY	3.54%	502.68
6236-036-063	14101	ORANGE AVE	1.74%	247.08
6236-036-064	6850	WALTHALL WAY	1.18%	167.56
6236-036-065	6840	WALTHALL WAY	1.19%	168.98
6236-036-069	6830	WALTHALL WAY	2.66%	377.72
Total			100.00%	\$14,200.00
Parcel Count				29

If the parcels or assessment numbers within the District and referenced in this report, are re-numbered, re-apportioned or changed by the County Assessor's Office after approval of the report, the new parcel or assessment numbers with the proportional assessment amount will be submitted to the County Auditor/Controller. If the parcel change made by the County includes a parcel split, parcel merger or tax status change, the assessment amount submitted on the new parcels or assessment numbers will be based on the method of apportionment and levy amount approved in this report by the City Council.

JUNE 8, 2021

SIX MONTH REVIEW OF THE 2021 LEGISLATIVE PLATFORM

MOTION IN ORDER:

PROVIDE INPUT AND DIRECTION ON AMENDMENTS TO THE 2021
LEGISLATIVE PLATFORM; AND, APPROVE THE REVISED 2021
LEGISLATIVE PLATFORM.

MOTION:

MOVED BY: _____

SECONDED BY: _____

[] APPROVED

[] DENIED

ROLL CALL VOTE:

AYES: _____

NOES: _____

ABSENT: _____

ABSTAIN: _____



To: Honorable City Council
From: John Moreno, City Manager
By: Andrew Vialpando, Assistant City Manager
Date: June 8, 2021

Subject: SIX MONTH REVIEW OF THE 2021 LEGISLATIVE PLATFORM

Background

At its meeting on January 12, 2021, the City Council adopted the City of Paramount's 2021 Legislative Platform. The Legislative Platform provides a framework for the City to take a position on various legislative and regional issues that impact the City. The Legislative Platform is based on the City's Vision, Mission, Values, and Strategic Outcomes established by the City Council to guide legislative priorities for the year. Upon adoption in January, the City Council directed staff to return to a City Council meeting in six months to review the Legislative Platform.

When staff or the City Council receives information on legislative or regional issues that warrant taking a position, staff refers to the Legislative Platform to confirm that the issue aligns with the City's goals and objectives, then drafts a letter to be signed by the Mayor. Copies of the letters are provided to the City Council on a monthly basis. Over the first six months of implementation, staff utilized the Legislative Platform to take positions on 15 legislative and regional initiatives. All of the position letters sent, either in support or opposition, aligned with the City's 2021 Legislative Platform. The Legislative Platform was a key reference point that assisted City staff in expediting formal positions on legislation, especially those that were time sensitive.

Additions to the 2021 Legislative Platform

Since its implementation six months ago, City staff encountered different regional issues that were not included in the initial 2021 Legislative Platform. Staff is recommending that the following issues be added to our City's Areas of Focus in the 2021 Legislative Platform:

- **Broadband Infrastructure** – Despite our efforts to make strides to channel economic and social resources to Paramount, the City remains underserved in its broadband infrastructure. Known as the "Digital Divide," low-income cities tend to lack the technological infrastructure to support its community through sufficient internet and broadband. This issue was amplified by the COVID-19 Pandemic, when families were throttled by slow internet and lack of broadband resources for distance learning and work-from-home needs.

- **Equitable Utility Rates** – In March 2021, the City sent a position letter to Governor Newsom expressing concern with how the State was determining how to administer and prioritize federal COVID-19 relief funding for customers of California Public Utility Commission (CPUC) regulated water suppliers, like the City of Paramount. Moving forward, it is important for the City to support responsible initiatives that advocate for Paramount residents as utility payers.

The amended 2021 Legislative Platform is attached (Attachment), with additions highlighted. Staff believes that the proposed changes will continue to provide the City Council and staff clear and affirmative direction to take responsible positions on legislative and regional issues that impact the City of Paramount.

RECOMMENDED ACTION

It is recommended that the City Council provide input and direction on amendments to the 2021 Legislative Platform; and, approve the revised 2021 Legislative Platform.

Attachment – Revised 2021 Legislative Platform



Legislative Platform for Calendar Year 2021



Brenda Olmos
Mayor

Vilma Cuellar Stallings
Vice Mayor

Isabel Aguayo
Councilmember

Laurie Guillen
Councilmember

Peggy Lemons
Councilmember

Rev. June 2021

Mission Statement

The City of Paramount's Legislative Platform establishes a framework for the City's collective principles on matters of legislation and other platforms similar in nature.

The Paramount City Council recognizes the need for an active legislative program to protect the City's interests in the region, Sacramento, and Washington, D.C. This document outlines the City's position on legislative matters.



Purpose

On September 1, 2020, the City Council approved implementation of a Legislative Platform program that captures streamlines a process for staff to follow when the City receives a request to take a position on legislative matters. Adopted annually by Resolution of the City Council, the Legislative Platform is the foundation of a focused advocacy strategy and serves as a reference guide for legislative positions and objectives that provide direction for the City Council and staff throughout the year. The purpose of the Legislative Platform is to give clear direction to staff when determining the City's position on legislation. The Legislative Platform is developed and maintained by using the goals and objectives of the City Council, and incorporates the City's Vision, Mission, Values, and Strategic Outcomes. It is based on input from the City Council and staff, as well as local legislative staff and the City's legislative advocates; and includes our partner

The Legislative Platform... [uses] the goals and objectives of the City Council, and incorporates the City's Vision, Mission, Values, and Strategic Outcomes.

Implementation

The City Council will review and adopt the Legislative platform at the start of each legislative session and revisit it mid-year. Federal and State legislation that is consistent with the Legislative Platform may be supported by the City. Federal and State legislation that is inconsistent with the Legislative Platform may be opposed by the City. When legislation is supported or opposed by the Legislative Platform, City staff will prepare position letters to be approved by the Mayor. Legislation that is not addressed in the Legislative Platform may require further direction from the City Council. Legislative priorities may only address issues directly related to or impacting the provision of municipal services. In general, the City will not address matters that are not pertinent to the City's local government



Partner Organizations

Generally, the City supports the legislative positions of the City's partner organizations. However, there may be some instances where the City does not support a certain legislative position by a partner organization. When this occurs, City staff will use the principles and values in this Legislative Platform to guide legislative position. The following are partner organizations the City generally supports:

Federal:

American Planning Association
American Public Works Association
American Water Works Association
National Recreation and Parks Association
National League of Cities
U.S. Conference of Mayors

State:

Association of California Water Agencies
California Association of Local Economic Development
California Building Officials
California Contract Cities Association
California Joint Powers Insurance Authority
California Municipal Revenue and Tax Association
California Municipal Utilities Association
California Society of Municipal Finance Officers
California Stormwater Quality Association
California Park & Recreation Society
City Clerks Association of California
League of California Cities

Regional:

Gateway Cities Council of Governments
Gateway Water Management Authority
Los Angeles County Sheriff's and Fire Departments
Metropolitan Transportation Authority
Southern California Chapter of National Association of Telecommunications Officers and Advisors
Southeast Los Angeles County Workforce Development Board
Southeast Water Coalition
Southern California Association of Governments
Greater Los Angeles County Vector Control District



Guiding Principles

The City of Paramount will take positions and advocate based on the following principles:

1. Preserve Local Control

- Support measures that preserve and protect the City's powers and duties to enact legislation and policy direction concerning local affairs, and oppose legislation that preempts local authority.
- Support measures that preserve and enhance authority and accountability for revenues raised and services provided.



2. Promote Fiscal Stability

- Support measures that promote fiscal stability, predictability, and financial independence.
- Support measures that preserve the City's revenue base and local control over local government budgeting, recognizing that economic cost is a determinate in considering the merits and/or impacts of any proposed legislation or regulation.
- Support measures that make cities more independent on the County, State, and Federal Governments for financial stability, such as mandated costs with no guarantee of local reimbursement or offsetting benefits. Oppose measures that shift local funds to the County, State or Federal Governments, without offsetting benefits.

3. Promote Economic Development

- Support legislation and regulation reforms that provide the City with the necessary tools to continue to grow its economy and enhance economic development efforts.
- Support measures that provide the City with the capability to attract and retain businesses, as well as encourage current businesses to expand and retain jobs locally.

4. Funding Opportunities

- Support opportunities that allow the City to compete for its fair share of regional, State, and Federal funding.
- Support funding for programs including, but not limited to, economic development, transportation projects, utility undergrounding, public works, water infrastructure, parks and recreation, and public safety.

2021 Legislative Platform

GOALS

- Advocate for the City's best interest at the Federal, State and local level.
- Be analytical and transparent with Legislators, City Council, staff, and the community on legislative issues that can have potential impact on the City.
- Serve as an active participant with other local governments, the partner organizations listed, and other local professional organizations on legislative/regulatory issues that serve and protect the health and welfare of the City and our region.
- Seek grant and funding assistance for City projects, services and programs to enhance services for the community.



2021 Legislative Platform

AREAS OF FOCUS

Finance

- Oppose Federal or State efforts that raid local revenues and encourage the State to find other methods of balancing its budget.
- Support legislation that includes Federal, State, and regional funding formulas that ensure equitable distribution of funds at the local level.
- Oppose any initiatives that threaten local control of City budgets.
- Oppose unfunded mandates.
- **Support initiatives that promote equitable and financially prudent efforts to protect utility rate payers in the City.**

Human Resources

- Oppose measures that reduce local control over employee relations issues.
- Oppose legislation mandating new or enhanced local government employee benefits that are proven to be costly or unaffordable.
- Support efforts to further reform pension benefits administered by California Public Employees' Retirement System (CalPERS) that would help protect the long-term solvency of local entities and CalPERS.
- Support changes in State law or judicial precedent to allow employers to negotiate plan changes with classic CalPERS members.

2021 Legislative Platform

AREAS OF FOCUS (CONT'D)

Economic Development

- Support efforts that are designed to provide local governments with the tools necessary to bolster economic development.
- Support legislation and regulatory initiatives that would enhance the City's ability to attract and retain businesses as well as encourage business expansion and job retention.

Housing and Land Use

- Oppose regional growth, development, and land use legislation that overlooks the City's unique geographical and density challenges in a strategic manner taking each neighborhood into account.
- Oppose legislation that penalizes local governments for noncompliance with their housing element, or Regional Housing Needs Assessment (RHNA).
- Support efforts to strengthen the legal and fiscal capability of local agencies to prepare, adopt, and implement plans for orderly growth, development, and conservation of local planning areas.
- Support Federal and State legislation that would provide resources for the City to meet its housing needs as described in the Housing Element of the General Plan.
- Support measures that provides municipalities with increased input in the development of the RHNA.

Regional Governance

- Support proposals encouraging regional, sub-regional, or countywide cooperation in planning urban development strategies, especially those that provide funding for effective implementation of agreed-upon goals.
- Support measures to achieve fair and proportionate representation on countywide regional boards.

2021 Legislative Platform

AREAS OF FOCUS (CONT'D)

Parks and Recreation

- Support legislation and funding for youth-related prevention and intervention programs, including after-school educational and recreational programs.
- Support efforts to provide an expedited process for the fair distribution of State bond funds and other grant opportunities.
- Support legislation that provides opportunities, either by grants or other means, that repurpose or renovate existing recreation facilities to maximize the City's limited open space.

Public Works

- Support legislation that would increase funding for local transportation projects.
- Support legislation that affords local agencies greater discretionary authority to expend available transportation funds and affords local jurisdictions greater flexibility over transportation-related issues.
- Support legislation that would require public utilities to underground power lines and support funding for undergrounding of utilities.
- **Support legislation that advances efforts to bridge the digital divide through broadband accessibility and funding opportunities.**

Solid Waste

- Support measures that maintain and enhance local authority and economic flexibility to regulate solid waste and recyclables.



2021 Legislative Platform

AREAS OF FOCUS (CONT'D)

Environmental Sustainability

- Support legislation that encourages strong water efficiency standards and increased water conservation strategies.
- Support measures to increase water supply and improve water quality in the region, including drought relief legislation.
- Support legislation that allocates cap and trade auction revenue to local governments.
- Advocate for cost-effective, sustainable, and responsible environmental legislation, policy, and programs that aim to improve the following areas: energy efficiency, greenhouse gases, regional air quality, alternative/renewable energy sources, among others.
- Support state funding opportunities to assist agencies in meeting sustainability objectives including energy and water efficiencies, active transportation enhancements, connectivity and mobility improvements and carbon sequestration through natural landscape management and protection.
- Support legislation protecting, preserving, and restoring the natural environment where it does not conflict with local control and land use designations.
- Support funding to foster an environmentally sustainable city as well as a walkable community that provides ample goods, services, and benefits to all residents while respecting the local environment.
- Support sensible and affordable state and county efforts to develop avenues for agencies to collect revenue to support stormwater retention efforts. Such avenues shall be analyzed to determine the level of impact to taxpayers.
- Support sensible and affordable legislation for funding stormwater infrastructure improvements, including building facilities to capture stormwater runoff and integrate with local, regional, and statewide water resources. Such legislation shall be analyzed to determine the level of impact to taxpayers.
- Support legislation that would provide pragmatic compliance goals in statewide and regional National Pollutant Discharge Elimination System (NPDES) permits.
- Ensure the State continues to fund the California Department of Transportation (Cal Trans) capital construction budget for offsetting their requirements to limit their total maximum daily load (TMDL) for pollutant discharge.
- Encourage CalTrans to continue to enter into Cooperative Implementation Agreements with local jurisdictions to fund stormwater capture and retention projects.

2021 Legislative Platform

AREAS OF FOCUS (CONT'D)

Public Safety

- Support measures that encourage community safety and wellbeing.
- Support legislation and implementation of State programs and policies that promote pedestrian and bicycle safety.
- Support legislation to provide a greater share of asset forfeiture funds and increased latitude for spending local funds.
- Support legislation efforts to increase the amount of grant funding for local law enforcement operations, including school resource officers and disaster preparedness initiatives.
- Support legislation that discourages drivers from operating motor vehicles while under the influence of drugs and maintain state funding to conduct sobriety checkpoints.
- Support initiatives involving Federal, State and County governments to reduce and prevent homelessness.
- Support legislation that aligns with our values in keeping our neighborhoods safe, improves our community as a whole, enables voices in our community from all backgrounds, and promotes reasonable, long-term solutions designed to work harmoniously with our partners in law enforcement.



JUNE 8, 2021

PUBLIC HEARING

ORDINANCE NO. 1152

“AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF PARAMOUNT APPROVING ZONING ORDINANCE TEXT AMENDMENT NO. 22, AMENDING SECTION 17.04.010 (DEFINITIONS); ADDING SECTION 17.16.040(J); AMENDING SECTION 17.16.120(D)(4); AND AMENDING SECTION 17.44.460(G) TO ADD PARAGRAPH 23 AND RENUMBER REMAINING PARAGRAPHS TO THE PARAMOUNT MUNICIPAL CODE TO ESTABLISH REGULATIONS FOR SINGLE-ROOM OCCUPANCY (SRO) HOUSING DEVELOPMENTS IN THE R-M (MULTIPLE-FAMILY RESIDENTIAL) ZONE IN THE CITY OF PARAMOUNT TO IMPLEMENT A HOUSING ELEMENT PROGRAM AND COMPLY WITH FEDERAL FAIR HOUSING LAW”

- A. HEAR STAFF REPORT.
- B. OPEN THE PUBLIC HEARING.
- C. HEAR TESTIMONY IN THE FOLLOWING ORDER:
 - (1) THOSE IN FAVOR
 - (2) THOSE OPPOSED
- D. MOTION TO CLOSE THE PUBLIC HEARING.

<u>MOTION:</u>	<u>ROLL CALL VOTE:</u>
MOVED BY: _____	AYES: _____
SECONDED BY: _____	NOES: _____
[] APPROVED	ABSENT: _____
[] DENIED	ABSTAIN: _____

CONTINUED... PLEASE TURN PAGE

E. MOTION IN ORDER:

READ BY TITLE ONLY, WAIVE FURTHER READING, INTRODUCE ORDINANCE NO. 1152, AND PLACE IT ON THE NEXT REGULAR AGENDA FOR ADOPTION.

<u>MOTION:</u>	<u>ROLL CALL VOTE:</u>
MOVED BY: _____	AYES: _____
SECONDED BY: _____	NOES: _____
[] APPROVED	ABSENT: _____
[] DENIED	ABSTAIN: _____



To: Honorable City Council

From: John Moreno, City Manager

By: John Carver, Planning Director
John King, AICP, Assistant Planning Director

Date: June 8, 2021

**Subject: ORDINANCE NO. 1152/ZONING ORDINANCE TEXT AMENDMENT NO. 22
SINGLE-ROOM OCCUPANCY HOUSING**

Request

This item is a request for the City Council to adopt Zoning Ordinance Text Amendment (ZOTA) No. 22 to establish regulations for single-room occupancy (SRO) housing developments in the R-M (Multiple-Family Residential) zone to implement a Housing Element program and comply with federal fair housing law. SROs are small apartment homes that are typically developed with shared bathroom facilities. The Planning Commission reviewed the proposed amendment with a public hearing on May 11, 2021 and unanimously recommended approval.

Housing Element

The Paramount Housing Element is the primary City housing plan that is part of the Paramount General Plan. State law [Government Code Sections 65583(c)(1) and 65583.2(c)] requires housing elements of each jurisdiction in California to identify zoning appropriate for different types of housing. State law states that zoning must be identified "as needed to facilitate and encourage the development of a variety of types of housing for all income levels, including multifamily rental housing, factory-built housing, mobile homes, housing for agricultural employees, supportive housing, single-room occupancy units, emergency shelters, and transitional housing."

On September 4, 2012, the City Council adopted the 4th Cycle Housing Element, which included a series of housing programs to implement City housing policies. One such program approved as part of this 2012 Housing Element was the Single-Room Occupancy Housing Program. The program was intended to establish regulations for permitting SRO developments in the R-M (Multiple-Family Residential) zone.

On February 4, 2014, the City Council adopted the 5th Cycle Housing Element, which is the Housing Element applicable to the current eight-year period from October 15, 2014 to October 15, 2021. The Single-Room Occupancy Housing Program carried over from the previous housing element.

Analysis of Impediments to Fair Housing Choice

In addition to the State requirement to establish SRO regulations, the United States Department of Housing and Urban Development (HUD) is requiring the City to implement the SRO program. This requirement is based on the inclusion of the SRO program in the Analysis of Impediments to Fair Housing Choice that the City Council adopted in 2012. Given the critical need for HUD funds in City operations (such as Code Enforcement activities, graffiti removal, sidewalk repair, Home Improvement Program, Commercial Rehabilitation Program), it is essential to amend the Zoning Ordinance to recognize SROs as a development option in the R-M zone. Doing so will ensure that HUD funds are not jeopardized.

Summary of Proposed SRO Ordinance

The proposed SRO ordinance includes the following:

- **Density.** The density of an SRO facility shall not exceed the density allowed by the zone in which it is located.
- **Maximum Occupancy.** Each SRO unit shall be designed to accommodate a maximum of two persons.
- **Minimum Width.** An SRO unit shall not be less than 12 feet in width.
- **Entrances.** All SRO units must be independently accessible from a single main entry, excluding emergency and other service support exits.
- **Unit Size.** The minimum size of a unit shall be 150 square feet and the maximum size of a unit shall be 375 square feet.
- **Bathroom.** For each SRO unit, a private toilet in an enclosed compartment with a door shall be provided. This compartment shall be a minimum of 15 square feet. If private bathing facilities are not provided for each unit, shared shower or bathtub facilities shall be provided at a ratio of one for every seven units or fraction thereof. The shared shower or bathtub facility shall be on the same floor as the units it is intended to serve and shall be accessible from a common area or hallway. Each shared shower or bathtub facility shall be provided with an interior lockable door.
- **Kitchen.** Each SRO unit shall be provided a kitchen sink serviced with hot and cold water with a garbage disposal and a countertop measuring a minimum of 18 inches wide by 24 inches deep. If each individual unit is not provided with a minimum of a refrigerator and a microwave oven, a complete kitchen facility available for residents shall be provided on each floor of the structure.
- **Closet.** Each SRO unit shall have a separate closet.

- **Common Area.** A common area of four square feet per living unit shall be provided, excluding janitorial storage, laundry facilities, and common hallways. A common space of minimum area of 200 square feet shall be provided as a ground floor entry area. Dining rooms, meeting rooms, recreational rooms, or other similar areas with written determination by the Planning Director may be considered common areas. Shared bathrooms and kitchens shall not be considered as common areas.
- **Trash and Refuse.** All trash and recycling storage areas shall be located so as to be convenient to the users and where associated odors and noise will not adversely impact the users.
- **Tenancy.** Tenancy of SRO units shall be a minimum of 30 days.
- **Management Plan.** A management plan is required for an SRO facility. The management plan shall be comprehensive and contain management policies and operations, rental procedures and rates, maintenance plans, resident and guest rules and procedures, security procedures, and staffing needs including job descriptions. Such plan shall be submitted to and approved by the Planning Department prior to operation of the SRO facility. The plan shall remain active throughout the life of the SRO.
- **Facility Management.** An SRO facility with 10 or more units shall provide full-time onsite management. An SRO structure with fewer than 10 units shall provide an onsite management office.
- **Code Requirements.** The facility must comply with applicable State and local housing, building, and fire code requirements.
- **Architecture.** An SRO facility shall comply with all objective architectural and design elements of Section 17.16.110 of the Paramount Municipal Code.
- **Bicycle Storage Facilities.** Durable metal bicycle racks and other bicycle storage facilities shall be provided in permanent locations to meet the needs of the residents, guests, and staff.
- **Vehicle Parking.** Each SRO facility shall provide one covered parking space per unit plus two covered parking spaces for a resident manager. Tandem parking is not permitted.

Environmental Assessment

The project is exempt from the California Environmental Quality Act (CEQA) pursuant to CEQA Guidelines Section 15305 – minor alterations in land use limitations in areas with an average slope of less than 20% that do not result in any changes in land use or density; and Section 15061(b)(3) – the general rule that CEQA applies only to projects which have

the potential for causing a significant effect on the environment and CEQA does not apply where it can be seen with certainty that there is no possibility that the activity may have a significant effect on the environment.

RECOMMENDED ACTION

It is recommended that the City Council read by title only, waive further reading, introduce Ordinance No. 1152, and place it on the next regular agenda for adoption.

CITY OF PARAMOUNT
LOS ANGELES COUNTY, CALIFORNIA

ORDINANCE NO. 1152

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF PARAMOUNT APPROVING ZONING ORDINANCE TEXT AMENDMENT NO. 22, AMENDING SECTION 17.04.010 (DEFINITIONS); ADDING SECTION 17.16.040(J); AMENDING SECTION 17.16.120(D)(4); AND AMENDING SECTION 17.44.460(G) TO ADD PARAGRAPH 23 AND RENUMBER REMAINING PARAGRAPHS TO THE PARAMOUNT MUNICIPAL CODE TO ESTABLISH REGULATIONS FOR SINGLE-ROOM OCCUPANCY (SRO) HOUSING DEVELOPMENTS IN THE R-M (MULTIPLE-FAMILY RESIDENTIAL) ZONE IN THE CITY OF PARAMOUNT TO IMPLEMENT A HOUSING ELEMENT PROGRAM AND COMPLY WITH FEDERAL FAIR HOUSING LAW

THE CITY COUNCIL OF THE CITY OF PARAMOUNT DOES HEREBY ORDAIN AS FOLLOWS:

SECTION 1. **Purpose and Findings.** The City Council finds and declares as follows:

- A. California Constitution Article XI, Section 7, enables the City of Paramount ("the City") to enact local planning and land use regulations; and
- B. The authority to adopt and enforce zoning regulations is an exercise of the City's police power to protect the public health, safety, and welfare; and
- C. The City desires to ensure that residential development occurs in a prudently effective manner, in accordance with the goals and objectives of the General Plan and reasonable land use planning principles; and
- D. The Planning Commission held a duly noticed public hearing on May 11, 2021 at which time it considered all evidence presented, both written and oral, and at the end of the hearing voted to adopt Resolution No. PC 21:008, recommending that the City Council adopt this Ordinance; and
- E. The City Council held a duly noticed public hearing on this Ordinance on June 8, 2021, at which time it considered all evidence presented, both written and oral.

SECTION 2. The Recitals set forth hereinabove are true and correct and incorporated herein by reference as if fully set forth herein.

SECTION 3. Section 17.04.010 (Definitions) of the Paramount Municipal Code is hereby amended to add the following definition:

Single-room occupancy. A residential facility with dwelling units of a smaller size than normally found in multiple-family dwellings. These dwelling units may have kitchen and/or bathroom facilities and shall be offered on a monthly basis or longer.

SECTION 4. Section 17.16.040 of the Paramount Municipal Code is hereby amended to add the following:

- J. Single-room occupancy (SRO) facilities.
 - 1. Density. The density of an SRO facility shall not exceed the density allowed by the zone in which it is located.
 - 2. Maximum Occupancy. Each SRO unit shall be designed to accommodate a maximum of two persons.
 - 3. Minimum Width. An SRO unit shall not be less than 12 feet in width.
 - 4. Entrances. All SRO units must be independently accessible from a single main entry, excluding emergency and other service support exits.
 - 5. Unit Size. The minimum size of an SRO unit shall be 150 square feet and the maximum size of a unit shall be 375 square feet.
 - 6. Bathroom. For each SRO unit, a private toilet in an enclosed compartment with a door shall be provided. This compartment shall be a minimum of 15 square feet. If private bathing facilities are not provided for each unit, shared shower or bathtub facilities shall be provided at a ratio of one for every seven units or fraction thereof. The shared shower or bathtub facility shall be on the same floor as the units it is intended to serve and shall be accessible from a common area or hallway. Each shared shower or bathtub facility shall be provided with an interior lockable door.
 - 7. Kitchen. Each SRO unit shall be provided a kitchen sink serviced with hot and cold water with a garbage disposal and a countertop measuring a minimum of 18 inches wide by 24 inches deep. If each individual unit is not provided with a minimum of a refrigerator and a microwave oven, a complete kitchen facility available for residents shall be provided on each floor of the structure.
 - 8. Closet. Each SRO unit shall have a separate closet.
 - 9. Common Area. A common area of four square feet per living unit shall be provided, excluding janitorial storage, laundry facilities, and common hallways. A common space of minimum area of 200 square feet shall be provided as a ground floor entry area. Dining

rooms, meeting rooms, recreational rooms, or other similar areas with written determination by the Planning Director may be considered common areas. Shared bathrooms and kitchens shall not be considered as common areas.

10. Trash and Refuse. All trash and recycling storage areas shall be located so as to be convenient to the users and where associated odors and noise will not adversely impact the users.
11. Tenancy. Tenancy of SRO units shall be a minimum of 30 days.
12. Management Plan. A management plan is required for an SRO facility. The management plan shall be comprehensive and contain management policies and operations, rental procedures and rates, maintenance plans, resident and guest rules and procedures, security procedures, and staffing needs including job descriptions. Such plan shall be submitted to and approved by the Planning Department prior to operation of the SRO facility. The plan shall remain active throughout the life of the SRO.
13. Facility Management. An SRO facility with 10 or more units shall provide full-time onsite management. An SRO structure with fewer than 10 units shall provide an onsite management office.
14. Code Requirements. The SRO facility must comply with applicable State and local housing, building, and fire code requirements.
15. Architecture. An SRO facility shall comply with all objective architectural and design elements of Section 17.16.110 of the Paramount Municipal Code.
16. Bicycle Storage Facilities. Durable metal bicycle racks and other bicycle storage facilities shall be provided in permanent locations to meet the needs of the residents, guests, and staff.

SECTION 5. Section 17.16.120(D)(4) of the Paramount Municipal Code is hereby amended as follows:

4. Number of Off-Street Parking Spaces Required
 - a. Standard. Each standard dwelling unit shall be provided with two covered parking spaces. In addition, one-half space per dwelling unit shall be provided for guest parking. Guest spaces may be uncovered. 50% of the required guest spaces may be compact spaces. Guest spaces shall be readily accessible from the public right-of-way and shall not be located behind security gates. Tandem parking is not permitted.

- b. Single-room occupancy (SRO). Each SRO facility shall provide one covered parking space per unit plus two covered parking spaces for a resident manager. Tandem parking is not permitted.

SECTION 4. Section 17.44.460(G) of the Paramount Municipal Code is hereby amended to add the following as paragraph 23 and renumber remaining paragraphs:

- 23. Single-room occupancy (SRO) facilities: one covered parking space per unit plus two covered parking spaces for a resident manager.

SECTION 6. California Environmental Quality Act (CEQA). This ordinance is exempt from CEQA pursuant to CEQA Guidelines Section 15305, minor alterations in land use limitations in areas with an average slope of less than 20% that do not result in any changes in land use or density and Section 15061(b)(3) which is the general rule that CEQA applies only to projects which have the potential for causing a significant effect on the environment and CEQA does not apply where it can be seen with certainty that there is no possibility that the activity may have a significant effect on the environment.

SECTION 7. Severability. If any section, subsection, sentence, clause or phrase in this ordinance or the application thereof to any person or circumstance is for any reason held invalid, the validity of the remainder of the ordinance or the application of such provision to other persons or circumstances shall be adopted thereby. The City Council hereby declares it would have passed this ordinance and each section, subsection, sentence, clause or phrase thereof, irrespective of the fact that one or more sections, subsections, sentences, clauses, or phrases or the application thereof to any person or circumstance be held invalid.

SECTION 8. Effective Date. This Ordinance shall take effect thirty days after its adoption, shall be certified as to its adoption by the City Clerk, and shall be published once in the Paramount Journal within 15 days after its adoption together with the names and members of the City Council voting for and against the Ordinance.

PASSED, APPROVED and ADOPTED by the City Council of the City of Paramount this 6th day of July 2021.

Brenda Olmos, Mayor

ATTEST

Heidi Luce, City Clerk

JUNE 8, 2021

AUTHORIZATION TO EXPEND REMAINING YOUTH LEAGUE FUNDING
IN FISCAL YEAR 2021

MOTION IN ORDER:

APPROVE THE EXPENDITURE OF REMAINING YOUTH LEAGUE
FUNDING IN FISCAL YEAR 2021.

MOTION:

MOVED BY: _____

SECONDED BY: _____

[] APPROVED

[] DENIED

ROLL CALL VOTE:

AYES: _____

NOES: _____

ABSENT: _____

ABSTAIN: _____



To: Honorable City Council

From: John Moreno, City Manager

By: David Johnson, Community Services Director

Date: June 8, 2021

Subject: AUTHORIZATION TO EXPEND REMAINING YOUTH LEAGUE FUNDING IN FISCAL YEAR 2021

Background

For years, the City has provided a direct subsidy to our independent youth leagues. In a phased approach approved by the City Council during the FY 2021 Budget adoption, the funding to the youth leagues was to be moved from a direct subsidy to a youth sports league scholarship program beginning in Fiscal Year 2021. Fiscal Year 2020 was scheduled to be the last year the three youth leagues could receive a maximum of \$10,000 (\$30,000 in total). In Fiscal Year 2021, \$15,000 was budgeted for direct youth league funding (\$5,000 maximum per league) and \$15,000 was to fund the scholarship program. Beginning in Fiscal Year 2022, the youth leagues were to be fiscally self-sufficient and the funding moved completely to the scholarship program, with a total of \$30,000 for eligible participants in the recognized independent youth leagues. However, the COVID-19 pandemic did not allow the leagues to run a spring 2020 season. The City Council allowed the funding allocated in Fiscal Year 2020 to be moved to Fiscal Year 2021, which meant that each league would be eligible for \$15,000 to run a recreation season in the spring of 2021.

Although we were optimistic that each league would have the opportunity to run a recreation season this fiscal year, it was not allowed due to the on-going Public Health Order. At the Mid-Year 2021 Budget presentation in October we asked the City Council to allocate \$15,000 to capital outlay purchases for the youth leagues from the \$45,000 that was currently budgeted. We asked each league to submit a wish list, and depending on the items requested, staff would decide what items can be purchased within the given amount. The youth leagues provided over \$62,000 in wish list items. From the \$15,000 allocated for the capital outlay purchases, all the youth leagues will be receiving some items from their wish list.

With Public Health Orders easing and providing for the restart of youth leagues, each league will be running a modified recreation season. However, based on the submitted rosters, the leagues will not be using the remaining full \$30,000 allocation of funds. To assist in helping the leagues after the COVID-19 pandemic, we are asking that the City Council allow the remaining funds be used to purchase additional capital outlay items from the youth leagues' wish lists.

Funding Requests

Paramount Youth Soccer Organization (PYSO) will be receiving a solar sea bin storage unit that will be housed at Roosevelt Elementary School. This sea bin will allow the league the opportunity to store league equipment at one of their primary practice spaces. To date, PYSO has 122 registered Paramount residents, which is 75%. Once we have confirmed their rosters, they will be qualified for \$6,710 funding.

Paramount Girls Softball (PGS) will be receiving a pitching machine and water hose reel cart. The pitching machine and water hose reel cart will be stored inside the snack shack building at Progress Park. To date, PGS has 38 registered Paramount residents, which is 76%. Once we have confirmed their rosters, they will be qualified for \$2,090 funding.

Paramount Junior Athletic Association will be receiving three field storage units that will be placed at their two fields at Paramount Park and the shared field at Paramount High School West. These units will be next to the fields to help store game items (e.g., bases). To date, PJAA has 100 registered Paramount residents, which is 77%. Once we have confirmed their rosters, they will be qualified for \$5,500 funding.

West Coast Rebels will be receiving 40 new football helmets for a portion of their participants. These items will be stored at Roosevelt Elementary School inside their sea bin. West Coast Rebels is a newer independent youth league and were never allocated direct league funding.

With the remaining funds, we are looking to purchase two Polaris ATVs for PGS and PJAA to assist in dragging the field as part of the field preparation and upkeep. Both leagues are operating with 20+ year old field grooming machines that are past their useful life. Two Polaris ATVs cost \$16,000. These items will be placed inside each league's dedicated storage units to ensure proper security.

All equipment purchased will be used by the youth leagues but will remain the property of the City of Paramount should any of the youth leagues disband.

RECOMMENDED ACTION

It is recommended that the City Council approve the expenditure of remaining youth league funding in Fiscal Year 2021 for capital outlay items to support youth league operations.

JUNE 8, 2021

REVISION OF COMMUNITY ORGANIZATION FUNDING POLICY FOR
SERVICE CLUBS

MOTION IN ORDER:

APPROVE THE PROPOSED POLICY REVISION REGARDING THE
FUNDING OF PARAMOUNT SERVICE CLUB COMMUNITY EVENTS.

MOTION:

MOVED BY: _____

SECONDED BY: _____

[] APPROVED

[] DENIED

ROLL CALL VOTE:

AYES: _____

NOES: _____

ABSENT: _____

ABSTAIN: _____



To: Honorable City Council

From: John Moreno, City Manager

By: David Johnson, Community Services Director

Date: June 8, 2021

Subject: REVISION OF COMMUNITY ORGANIZATION FUNDING POLICY FOR SERVICE CLUBS

Background

Following the loss of redevelopment funds in 2012 and the subsequent strain on the City's General Fund, the City Council addressed the issue of how to fund community organizations at its April 16, 2013 meeting. The City Council reviewed and adopted a funding policy that established criteria for evaluating funding levels for groups funded through our Community Promotion budget. These criteria were first applied in FY 2014.

We have three types of groups that receive funding through the Community Promotion budget. All of them provide a service or event not offered by the City. The community service organizations provide a variety of services to our residents, like aquatic therapy and hospice care. Our youth leagues no longer receive a direct funding subsidy effective in FY 22 and these funds were shifted into a Youth Sports League Scholarship program to assist financially needy families with the cost of league participation. The third type of group, which can include service clubs, provides community events not provided by the City. When the funding policy and criteria were adopted in 2013, the community organizations were capped at \$5,000 and subject to a funding matrix. The other groups, like Tepic Sister City and the "999 for Kids" Foundation, were allotted a specific allocation related to event costs.

At the September 6, 2016 City Council meeting, the City Council adopted a policy for using Community Organization funding to support Paramount service clubs that offer a community or cultural event not provided by the City. This policy provides that any Paramount service club that offers a community or cultural event, open to the public and offered at a City facility, that is not otherwise offered by the City, is able to request funding for the event from the City Council through our Community Organization funding process. The service club funding request must demonstrate that the funding is not being used to create a fundraising opportunity to support the club's general operations but is being used to offset costs incurred by the event after any revenue stemming from the event is calculated into the profit/loss analysis for the event.

Problem with Current Funding Cap

Since all Community Organization funding to eligible service club and service providers is capped at \$5,000, a service club is limited to \$5,000 total regardless of the number of community and cultural events they may operate in the City that would otherwise be eligible for funding. One example is Latinas Art Foundation. Latinas Art Foundation took over the annual Art Show at our request from the former Traditional Artists Guild. This program was already capped at \$5,000. Should Latinas Art Foundation wish to request additional funding for an eligible community or cultural event in the City, they would be unable to do so because of the existing cap. Latinas Art Foundation is currently collaborating with Tepic Sister City to plan and conduct a cultural event this November around the traditional Día del los Muertos observance days at Progress Plaza. This event essentially replaces Tepic's Día del los Muertos event formerly held at Paramount Park but is more expansive in terms of cultural elements and activities and, thus, more financially intensive. Tepic has pledged their traditional allocation of \$1,500 for the event that is part of their annual funding from the City. However, neither Latinas Art Foundation nor Tepic are able to request additional funding to support the event because both have reached their funding cap.

Proposed Policy Revision

We are very supportive of our service clubs providing additional community or cultural events that provide social outlets for our residents and support the connection of these non-profits to the community. It would be beneficial for the City Council to revise the current Community Organization funding policy to provide the opportunity for additional funding to Paramount service clubs to allow them to conduct additional approved community and cultural events in the City. The revision to the policy would be as follows:

Any Paramount service club that plans to offer a community or cultural event, open to the public and offered at a City facility that is not otherwise offered by the City, is able to request funding in excess of their total funding cap of \$5,000 for the event from the City Council through the City's Community Organization funding process.

RECOMMENDED ACTION

It is recommended that the City Council approve the proposed policy revision regarding the funding of Paramount service club community events.

JUNE 8, 2021

PROPOSED COFFEE WITH THE MAYOR PROGRAM

MOTION IN ORDER:

APPROVE OR MODIFY THE PROPOSED COFFEE WITH THE MAYOR PROGRAM.

MOTION:

MOVED BY: _____

SECONDED BY: _____

[] APPROVED

[] DENIED

ROLL CALL VOTE:

AYES: _____

NOES: _____

ABSENT: _____

ABSTAIN: _____



To: Honorable City Council

From: John Moreno, City Manager

By: David Johnson, Community Services Director

Date: June 8, 2021

Subject: PROPOSED COFFEE WITH THE MAYOR PROGRAM

Coffee with the Mayor is a new proposed event that will allow the Mayor and City Councilmembers to have conversations with residents and the business community in an informal environment. This platform will provide ongoing opportunities for community members to get to know their elected officials. City staff will provide a coffee setup and light snacks when held at City's parks. Additionally, City staff will arrange with the operator of the private location for free coffee and light snacks to be served to participants (utilizing a voucher system).

The Coffee with the Mayor is to take place quarterly, beginning July 2021. The goal is to host Coffee with the Mayor at a location in each of the City's BEAT areas. The following is a list of recommendations of locations, dates, and times for Coffee with the Mayor:

- **Spane Park** (Northgate will be the vendor for the coffee and snacks)
Tuesday, July 27, 2021, at 5:00 p.m.
- **Horchateria Rio Luna**
Saturday, October 9, 2021, at 9:00 a.m.
- **Meadows Park** (Starbucks will be the vendor for the coffee and snacks)
Wednesday, January 12, 2022, at 5:00 p.m.
- **Starbucks** (Rosecrans Ave. & Downey Ave.)
Saturday, March 26, 2022, at 9:00 a.m.

At each event, the Mayor will choose a Councilmember to participate so that each Councilmember has an opportunity to participate. The program will not have any set topics but simply provide a forum for residents and interested persons to meet and chat with the Mayor and Councilmember. The funding for supplies for this proposed program is identified in the Fiscal Year 2022 Community Promotion budget. Marketing of the events will be through the City's website, social media platforms, the Around Town, and Pulse Beat.

RECOMMENDED ACTION

It is recommended that the City Council approve or modify the proposed Coffee with the Mayor program.

JUNE 8, 2021

RESOLUTION NO. 21:015

“A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PARAMOUNT
APPROVING A DEBT MANAGEMENT POLICY”

MOTION IN ORDER:

READ BY TITLE ONLY AND ADOPT RESOLUTION NO. 21:015.

MOTION:

MOVED BY: _____

SECONDED BY: _____

[] APPROVED

[] DENIED

ROLL CALL VOTE:

AYES: _____

NOES: _____

ABSENT: _____

ABSTAIN: _____



To: Honorable City Council
From: John Moreno, City Manager
By: Karina Lam, Finance Director
Date: June 8, 2021

**Subject: UPDATE ON THE CITY'S DEBT MANAGEMENT;
RESOLUTION NO. 21:015
APPROVING A DEBT MANAGEMENT POLICY**

An oral report will be presented to provide information on how the City handles its debt including Other Post-Employment Benefits (OPEB) and Pension Obligations.

In 2017, the State Legislature adopted SB 1029, which requires municipalities to adopt local debt policies before issuing new debt. The policies are required to include specified provisions concerning the use of debt. The City and its related financing entities will be required to certify that any contemplated future debt issuance is consistent with these local debt policies.

The Debt Policy has been developed to provide guidance in the issuance and management of debt by the City or its related entities and is intended to comply with Government Code Section 8855(i), effective on January 1, 2017. The main objectives of the Debt Policy are to establish conditions for the use of debt, to ensure that debt capacity and affordability are adequately considered; to minimize the City's interest and issuance costs, to maintain the highest possible credit rating, to provide complete financial disclosure and reporting, and to maintain financial flexibility for the City.

In addition to describing the purposes for which debt may be issued and the types of debt that may be issued, the Debt Policy includes the following sections, as required by SB 1029:

- The relationship of the debt to, and integration with, the City's capital improvement program or budget, if applicable.
- Policy goals related to the City's planning goals and objectives.
- The internal control procedures that the City has implemented, or will implement, to ensure that the proceeds of the proposed debt issuance will be directed to the intended use.

The Debt Policy formalizes the City's existing process for issuance of debt.

Attached for your review as Exhibit “A” is the Debt Management Policy.

RECOMMENDED ACTION

It is recommended that the City Council read by title only and adopt Resolution No. 21:015.

CITY OF PARAMOUNT
LOS ANGELES COUNTY, CALIFORNIA

RESOLUTION NO. 21:015

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PARAMOUNT
APPROVING A DEBT MANAGEMENT POLICY

WHEREAS, the California Government Code, Section 8855 (i) requires local government to adopt a local debt policy prior to the issuance of debt; and

WHEREAS, the issuance of debt by a local government must be consistent with the adopted debt management policy; and

WHEREAS, the City is anticipating issuing a pension obligation bond to prepay the City's unfunded actuarial liability to the California Public Employees Retirement System; and

WHEREAS, prior to the City Council considering the approval of any new debt, it is necessary for the City Council to adopt a debt management policy.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF PARAMOUNT AS FOLLOWS:

SECTION 1. The above recitations are true and correct.

SECTION 2. The City Council hereby approves the City of Paramount Debt Management Policy attached hereto as Exhibit "A" and incorporated herein by reference as if fully set forth.

SECTION 3. This Resolution shall take effect immediately upon its adoption.

PASSED, APPROVED, and ADOPTED by the City Council of the City of Paramount this 8th day of June 2021.

Brenda Olmos, Mayor

ATTEST:

Heidi Luce, City Clerk

DEBT MANAGEMENT POLICY

This Debt Management Policy (the “Debt Policy”) of the City of Paramount (the “City”) was approved by the City Council on June 8, 2021. The Debt Policy may be amended pursuant to resolution by the City Council, as it deems appropriate from time to time, in the prudent management of the debt of the City.

This Debt Policy will also apply to any debt issued by the Successor Agency to the former Paramount Redevelopment Agency (“Successor Agency”), or any other public agency for which the City Council of the City acts as its legislative body.

The Debt Policy has been developed to provide guidance in the issuance and management of debt by the City of Paramount or its related entities and is intended to comply with Government Code Section 8855(i), effective on January 1, 2017. The main objectives are to establish conditions for the use of debt; to ensure that debt capacity and affordability are adequately considered; to minimize the City’s interest and issuance costs; to maintain the highest possible credit rating; to provide complete financial disclosure and reporting; and to maintain financial flexibility for the City.

Debt, when properly issued and managed, is a critical element in any financial management program. It assists in the City’s effort to allocate limited resources to provide the highest quality of service to the public. The City understands that poor debt management can have ripple effects that hurt other areas of the City. On the other hand, a properly managed debt policy promotes economic growth and enhances the vitality of the City of Paramount for its residents and businesses.

1. Objectives

This Debt Policy shall govern all debt undertaken by the City. The City hereby recognizes that a fiscally prudent debt policy is required in order to:

- Maintain the City’s sound financial position.
- Ensure the City has the flexibility to respond to changes in future service priorities, revenue levels, and operating expenses.
- Protect the City’s credit-worthiness.
- Ensure that all debt is structured in order to protect both current and future taxpayers, ratepayers and constituents of the City.
- Ensure that the City’s debt is consistent with the City’s planning goals and objectives and capital improvement program or budget, as applicable.

- Encourage those that benefit from a facility/improvement to pay the cost of that facility/improvement without the need for the expenditure of limited general fund resources.

2. Policies

A. Purposes For Which Debt May Be Issued

The City will consider the use of debt financing primarily for capital improvement projects (CIP) when the project's useful life will equal or exceed the term of the financing and when resources are identified sufficient to fund the debt service requirements. One exception to this CIP driven focus is the issuance of short-term instruments such as tax and revenue anticipation notes, which are to be used for prudent cash management purposes and conduit financing, as described below. Bonded debt should not be issued for projects with minimal public benefit or support, or to finance normal operating expenses. However, pension obligation bonds may be used to finance the unfunded actuarial liability, which will prepay a long-term liability that is generally a charge against current operating expenditures.

If a department has any project which is expected to use debt financing, the Department Director is responsible for expeditiously providing the City Manager and the Director of Finance with reasonable cost estimates, including specific revenue accounts that will provide payment for the debt service. This will allow an analysis of the project's potential impact on the City's debt capacity and limitations. The department director shall also provide an estimate of any incremental operating and/or additional maintenance costs associated with the project and identify sources of revenue, if any, to pay for such incremental costs.

(i) Long-Term Debt. Long-term debt may be issued to finance or refinance the construction, acquisition, and rehabilitation of capital improvements, facilities, equipment, pension obligation bonds, and land to be owned and/or operated by the City.

(a) Long-term debt financings are appropriate when the following conditions exist:

- When the project to be financed is necessary to provide basic services.
- When the project to be financed will provide benefit to constituents over multiple years.
- When total debt does not constitute an unreasonable burden to the City and its taxpayers and ratepayers.

- When the debt is used to refinance outstanding debt in order to produce debt service savings or to realize the benefits of a debt restructuring.
- (b) Long-term debt financings will not generally be considered appropriate for current operating expenses and routine maintenance expenses. However, long-term debt may be issued if the debt will prepay a long-term liability that is generally a charge against current operating expenditures.
- (c) The City may use long-term debt financings for capital improvement projects subject to the following conditions:
- The project to be financed has been or will be approved by the City Council.
 - The weighted average maturity of the debt (or the portion of the debt allocated to the project) will not exceed the average useful life of the project to be financed by more than 20%, unless specific conditions exist that would mitigate the extension of time to repay the debt and it would not cause the City to violate any covenants to maintain the tax-exempt status of such debt, if applicable.
 - The City estimates that sufficient income or revenues will be available to service the debt through its maturity.
 - The City determines that the issuance of the debt will comply with the applicable requirements of state and federal law.
 - The City considers the improvement/facility to be of vital, time-sensitive need of the community and there are no plausible alternative financing sources
- (d) Periodic reviews of outstanding long-term debt will be undertaken to identify refunding opportunities. Refunding will be considered (within federal tax law constraints, if applicable) if and when there is a net economic benefit of the refunding. Refundings which are non-economic may be undertaken to achieve City objectives relating to changes in covenants, call provisions, operational flexibility, tax status of the issuer, or the debt service profile.

In general, refundings which produce a net present value savings of at least four (4) percent of the refunded debt will be considered economically viable. Refundings which produce a net present value savings of less than four (4) percent or negative savings will be considered on a case-by-case basis, and are subject to City Council approval.

- (ii) Short-term debt. Short-term borrowing may be issued to generate funding for cash flow needs in the form of Tax and Revenue Anticipation Notes (TRAN).

Short-term borrowing, such as commercial paper, and lines of credit, will be considered as an interim source of funding in anticipation of long-term borrowing. Short-term debt may be issued for any purpose for which long-term debt may be issued, including capitalized interest and other financing-related costs. Prior to issuance of the short-term debt, a reliable revenue source shall be identified to secure repayment of the debt. The final maturity of the debt issued to finance the project shall be consistent with the economic or useful life of the project and, unless the City Council determines that extraordinary circumstances exist, must not exceed seven (7) years.

Short-term debt may also be used to finance short-lived capital projects; for example, the City may undertake lease-purchase financing for equipment, and such equipment leases may be longer than 7 years.

- (iii) Financings on Behalf of Other Entities. The City may also find it beneficial to issue debt on behalf of other governmental agencies or private third parties in order to further the public purposes of City. In such cases, the City shall take reasonable steps to confirm the financial feasibility of the project to be financed and the financial solvency of any borrower and that the issuance of such debt is consistent with the policies set forth herein. In no event will the City incur any liability or assume responsibility for payment of debt service on such debt.

B. Types of Debt

In order to maximize the financial options available to benefit the public, it is the policy of the City of Paramount to allow for the consideration of issuing all generally accepted types of debt, including, but not exclusive to the following:

- General Obligation (GO) Bonds: General Obligation Bonds are suitable for use in the construction or acquisition of improvements to real property that benefit the public at large. Examples of projects include libraries, parks, and public safety facilities. All GO bonds shall be authorized by the requisite number of voters in order to pass.
- Revenue Bonds: Revenue Bonds are limited-liability obligations tied to a specific enterprise or special fund revenue stream where the projects financed clearly benefit or relate to the enterprise or are otherwise permissible uses of the special revenue. An example of projects that would be financed by a Revenue Bond would be improvements to a water system, which would be paid back with money raised from the rates and charges to water users. Generally, no voter approval is required to issue this type of obligation but in

some cases, the City must comply with proposition 218 regarding rate adjustments.

- Lease-Backed Debt/Certificates of Participation (COP/Lease Revenue Bonds): Issuance of Lease-backed debt is a commonly used form of debt that allows a City to finance projects where the debt service is secured via a lease agreement and where the payments are budgeted in the annual budget appropriation by the City from the general fund. Lease-Backed debt does not constitute indebtedness under the state or the City's constitutional debt limit and does not require voter approval. Lease Revenue Bonds may be issued by the City's Financing Authority on behalf of the City.
- Pension Obligation Bonds: Pension Obligation Bonds are obligations issued to prepay the City's unfunded actuarial liability to the California Public Employees Retirement System, a long-term liability. The payments are paid from the general fund. Issuance of Pension Obligation Bonds requires judicial validation to secure the debt service without the need to issue lease revenue bonds, since these are obligations "imposed by law." These obligations do not constitute indebtedness under the state constitutional debt limitation and, therefore, are not subject to voter approval.
- Special Assessment/Special District Debt: The City will consider requests from developers for the use of debt financing secured by property based assessments or special taxes in order to provide for necessary infrastructure for new development only under strict guidelines adopted by the City Council, which may include minimum value-to-lien ratios and maximum tax burdens. Examples of this type of debt are Assessment Districts (AD) and Community Facilities Districts (CFD) or more commonly known as Mello-Roos Districts. In order to protect bondholders as well as the City's credit rating, the City will also comply with all State guidelines regarding the issuance of special district or special assessment debt, as well as any policy required to be adopted under Government Code Section 53312.7.
- Tax Allocation Bonds: Tax Allocation Bonds are special obligations that are secured by the allocation of tax increment revenues that are generated by increased property taxes in the designated redevelopment area. Tax Allocation Bonds are not debt of the City. Due to changes in the law affecting California Redevelopment agencies with the passage of ABX1 26 (as amended, the Dissolution Act) as codified in the California Health and Safety Code, the Community Development Commission of the City of Paramount (RDA) was dissolved as of February 1, 2012, and its operations substantially eliminated but for the continuation of certain enforceable RDA obligations to be administered by the Successor Agency. The Successor Agency may issue Tax Allocation Bonds to refinance outstanding obligations of the RDA, subject to limitations included in the Dissolution Act.

The City may from time to time find that other forms of debt would be beneficial to further its public purposes and may approve such debt without an amendment of this Debt Policy.

To maintain a predictable debt service burden, the City will give preference to debt that carries a fixed interest rate. An alternative to the use of fixed rate debt is variable rate debt. The City may choose to issue securities that pay a rate of interest that varies according to a pre-determined formula or results from a periodic remarketing of securities. When making the determination to issue bonds in a variable rate mode, consideration will be given in regards to the useful life of the project or facility being financed or the term of the project requiring the funding, market conditions, credit risk and third party risk analysis, and the overall debt portfolio structure when issuing variable rate debt for any purpose. The maximum amount of variable-rate debt should be limited to no more than 20 percent of the total debt portfolio.

The City will not employ derivatives, such as interest rate swaps, in its debt program. A derivative product is a financial instrument which derives its own value from the value of another instrument, usually an underlying asset such as a stock, bond, or an underlying reference such as an interest rate. Derivatives are commonly used as hedging devices in managing interest rate risk and thereby reducing borrowing costs. However, these products bear certain risks not associated with standard debt instruments.

C. Relationship of Debt to Capital Improvement Program and Budget

The City intends to issue debt for the purposes stated in this Debt Policy and to implement policy decisions incorporated in the City's capital budget and the capital improvement plan.

The City shall strive to fund the upkeep and maintenance of its infrastructure and facilities due to normal wear and tear through the expenditure of available operating revenues. The City shall seek to avoid the use of debt to fund infrastructure and facilities improvements that are the result of normal wear and tear, unless a specific revenue source has been identified for this purpose, such as Gas Tax funds.

The City shall integrate its debt issuances with the goals of its capital improvement program by timing the issuance of debt to ensure that projects are available when needed in furtherance of the City's public purposes.

The City shall seek to issue debt in a timely manner to avoid having to make unplanned expenditures for capital improvements or equipment from its general fund.

D. Policy Goals Related to Planning Goals and Objectives

The City is committed to financial planning, maintaining appropriate reserve levels and employing prudent practices in governance, management and budget administration. The City intends to issue debt for the purposes stated in this Debt Policy and to implement policy decisions incorporated in the City's annual operating budget.

It is a policy goal of the City to protect taxpayers, ratepayers and constituents by utilizing conservative financing methods and techniques so as to obtain the highest practical credit ratings (if applicable) and the lowest practical borrowing costs.

The City will comply with applicable state and federal law as it pertains to the maximum term of debt and the procedures for levying and imposing any related taxes, assessments, rates and charges.

When refinancing debt, it shall be the policy goal of the City to realize, whenever possible, and subject to any overriding non-financial policy considerations minimum net present value debt service savings equal to or greater than 4% of the refunded principal amount.

E. Internal Control Procedures

When issuing debt, in addition to complying with the terms of this Debt Policy, the City shall comply with any other applicable policies regarding initial bond disclosure, continuing disclosure, post-issuance compliance, and investment of bond proceeds.

The City will periodically review the requirements of and will remain in compliance with the following:

- any continuing disclosure undertakings under SEC Rule 15c2-12,
- any federal tax compliance requirements, including without limitation arbitrage and rebate compliance, related to any prior bond issues, and
- the City's investment policies as they relate to the investment of bond proceeds.

Whenever reasonably possible, proceeds of debt will be held by a third-party trustee and the City will submit written requisitions for such proceeds. The City will submit a requisition only after obtaining the signature of the City Manager or the Director of Finance.

F. Waivers of Debt Policy

There may be circumstances from time to time when strict adherence to a provision of this Debt Policy is not possible or in the best interests of the City and the failure of a debt financing to comply with one or more provisions of this Debt Policy shall not affect the validity of any debt issued by the City in accordance with applicable laws.

JUNE 8, 2021

UPDATE TO EMPLOYEE COMPENSATION STUDY



To: Honorable City Council

From: John Moreno, City Manager

By: Andrew Vialpando, Assistant City Manager
Jonathan Masannat, Human Resources Manager

Date: June 8, 2021

Subject: UPDATE TO EMPLOYEE COMPENSATION STUDY

Background

In 2018, the City of Paramount commissioned its first comprehensive classification and compensation study that examined the City's job classifications and their respective compensation. This classification analysis collected data on job responsibilities to accurately match the City's jobs to other positions in the labor market. Information from the classification analysis was used to assess City employees' compensation levels compared to the relevant labor market, which generated the compensation analysis. Based on the compensation analysis, salary adjustments were made to several positions that were identified as the most underpaid when compared to the labor market.

It is generally best practice to review employee compensation every three or so years. At its meeting on January 26, the City Council authorized staff to hire a consultant to conduct a review of the employee compensation study. Ralph Andersen & Associates was commissioned to perform the employee compensation analysis and has completed their review.

A representative from Ralph Andersen & Associates will provide the City Council with a presentation on their findings this evening. The final compensation study is also attached.

RECOMMENDED ACTION

It is recommended the City Council receive and file the updated Employee Compensation Study.

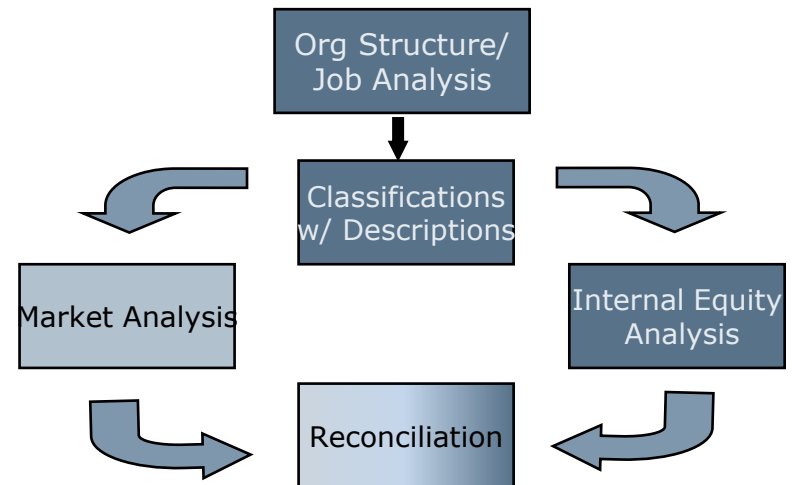
Ralph Andersen & Associates

City of Paramount Compensation Survey

Pay Plan Development

The development and modification of the City's pay plan involves an assessment of several components:

- A comparison of City salary ranges with salary ranges for comparables jobs in agencies that represent the labor market.
- An analysis of the City's major benefits using a total compensation model. This analysis identifies areas of strengths and weaknesses in the City's benefits compared to market practices.
- Salary range analysis uses a combination of market data and a review/analysis of internal salary relationships.
- Implementation and impact on individual employee is a separate process.



Why Surveys Are Done

Compensation surveys are a necessary part of assessing and updating an organization's compensation plan.

- Anticipate and understand what labor market is doing
- Data-driven framework for allocating resources to wages and benefits
- Provide defensibility and public accountability in employee compensation
- Optimize the City's ability to recruit and retain employees
- State law requires a fact-finding process; this process is data-driven.

Public and Private employers both use market data to assess compensation; just a difference in accessibility and transparency of data.

Survey Agencies

City	Population Served	Driving Distance	Total Revenues	Total Expenditures	ERI COL	ERI Wage	Water Ops	Hist
Paramount	55,461	0	\$44.2 Mil	\$45.4 Mil	100.0	100.0	X	
Bellflower	78,110	3	\$55.5 Mil	\$50.5 Mil	89.1	100.1		X
Lakewood	79,919	4	\$77.5 Mil	\$80.7 Mil	87.9	100.1	X	X
Lynwood	71,269	5	\$76.8 Mil	\$77.8 Mil	N/A	N/A	X	X
Cerritos	49,994	8	\$92.1 Mil	\$99.1 Mil	91.0	99.6	X	X
Bell Gardens	42,449	9	\$41.7 Mil	\$43.8 Mil	88.0	99.6		
South Gate	97,003	9	\$102.8 Mil	\$113.6 Mil	N/A	N/A	X	
Santa Fe Springs	18,295	11	\$76.2 Mil	\$81.6 Mil	88.2	99.6	X	X
La Mirada	48,877	13	\$47.9 Mil	\$56.4 Mil	90.4	99.8		X
Pico Rivera	63,374	13	\$81.0 Mil	\$87.1 Mil	74.1	99.7	X	X
Monterey Park	60,734	18	\$95.4 Mil	\$103.2 Mil	91.1	99.8	X	
San Gabriel	40,104	20	\$54.9 Mil	\$54.1 Mil	105.8	99.6		
Rosemead	54,363	21	\$27.1 Mil	\$34.2 Mil	88.7	100.0		
Average	58,458	10	\$67.2 Mil	\$71.3 Mil	90.4	99.8		

Population - CA Dept of Finance; 2020

Distance - Google Maps

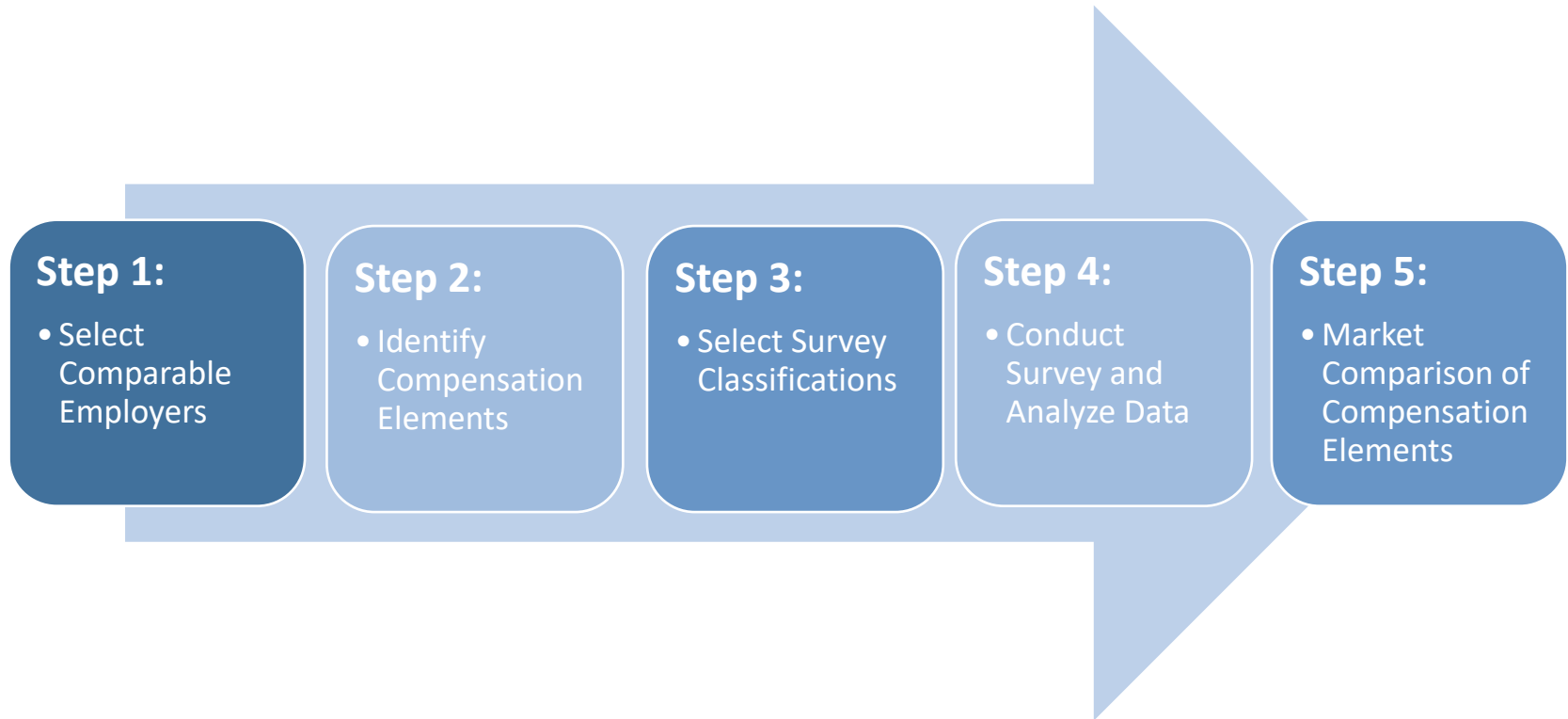
Revenues/Expenditures - CA State Controller; 2019

Cost of Living/Wage Index - Economic Research Institute; January 2021

Selection Criteria

- Historical practices
- Nature of services
- Geographic location
- Size
- Economic similarity

Survey Process



Compensation survey data was collected by the project consultants and included the collection and analysis of the following:

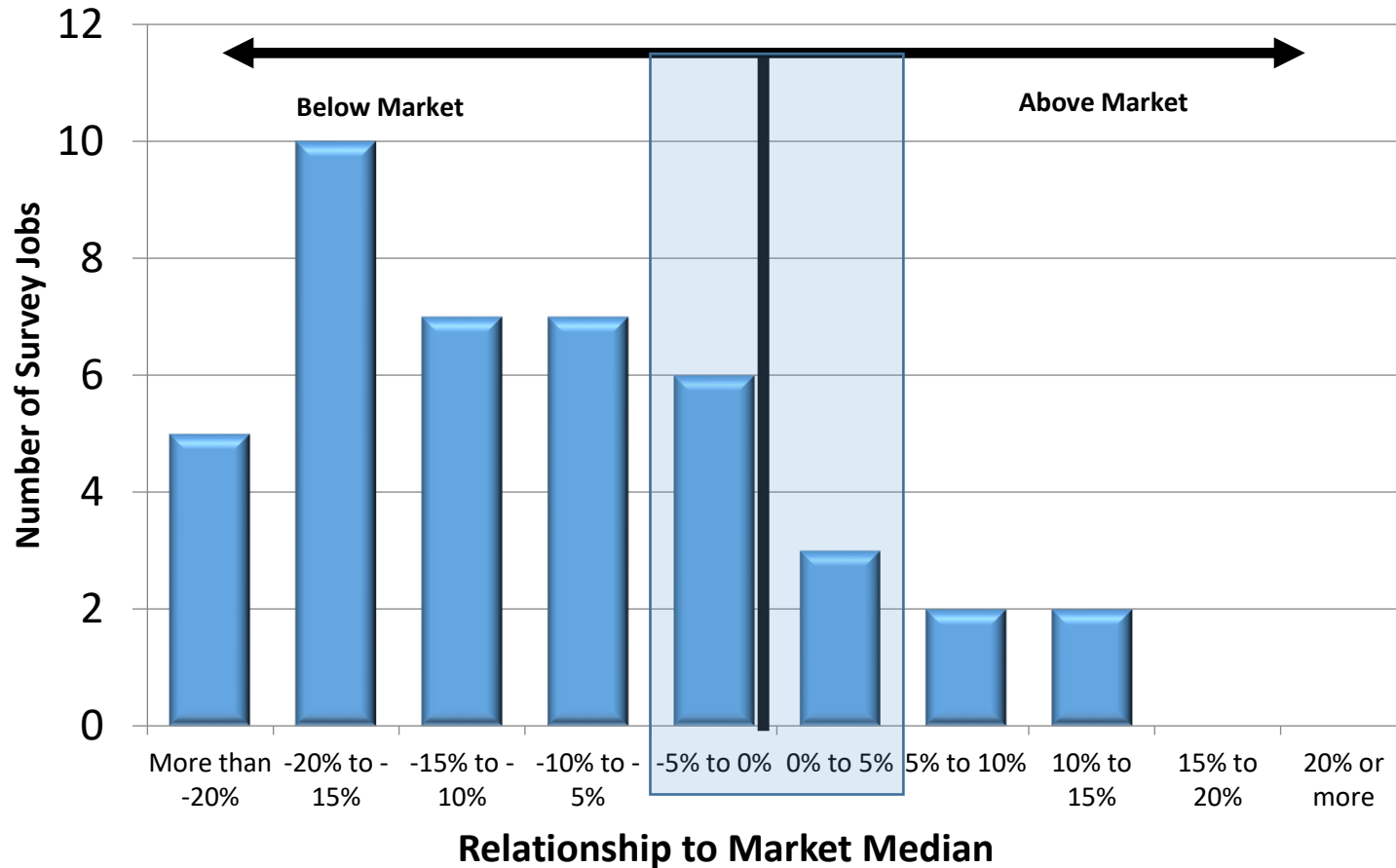
- Organization charts, budgets, and position control documents
- Job descriptions
- Salary schedules
- Benefits summaries and MOUs
- Follow-up information provided by each survey agency

Matching Job Classifications

Matching job classifications relies on a number of source documents beyond comparisons of job descriptions.

- Job matches only occur if a position exists and is allocated in the budget (and staffed). Some agencies may have legacy job descriptions or titles in their salary schedules that are not used.
- Job matches are based on a review of major and essential job duties along with a comparison of qualifications. Significant differences can result in no comparable job being matched. Examples of differences include:
 - Mismatches in qualification requirements such as requiring specific certifications or a four-year degree
 - Different organization structures such as layers of supervisory and management and broader responsibilities (i.e. a supervisor over parks maintenance vs. a supervisor over parks, fleet, streets, and utilities maintenance)
 - Position allocations that demonstrate working versus advanced levels
- Factors not considered in matching jobs:
 - Staffing, equipment, facility, and resource differences that don't impact required skills and abilities
 - Job functions performed within a broad classification that is used in many assignments (i.e. a Maintenance Worker class that is assigned to both parks and facilities maintenance)
 - Job classifications performing the same duties but in a different department
 - Employee performance or unique qualifications that are beyond what is required

Market Summary – Base Salary



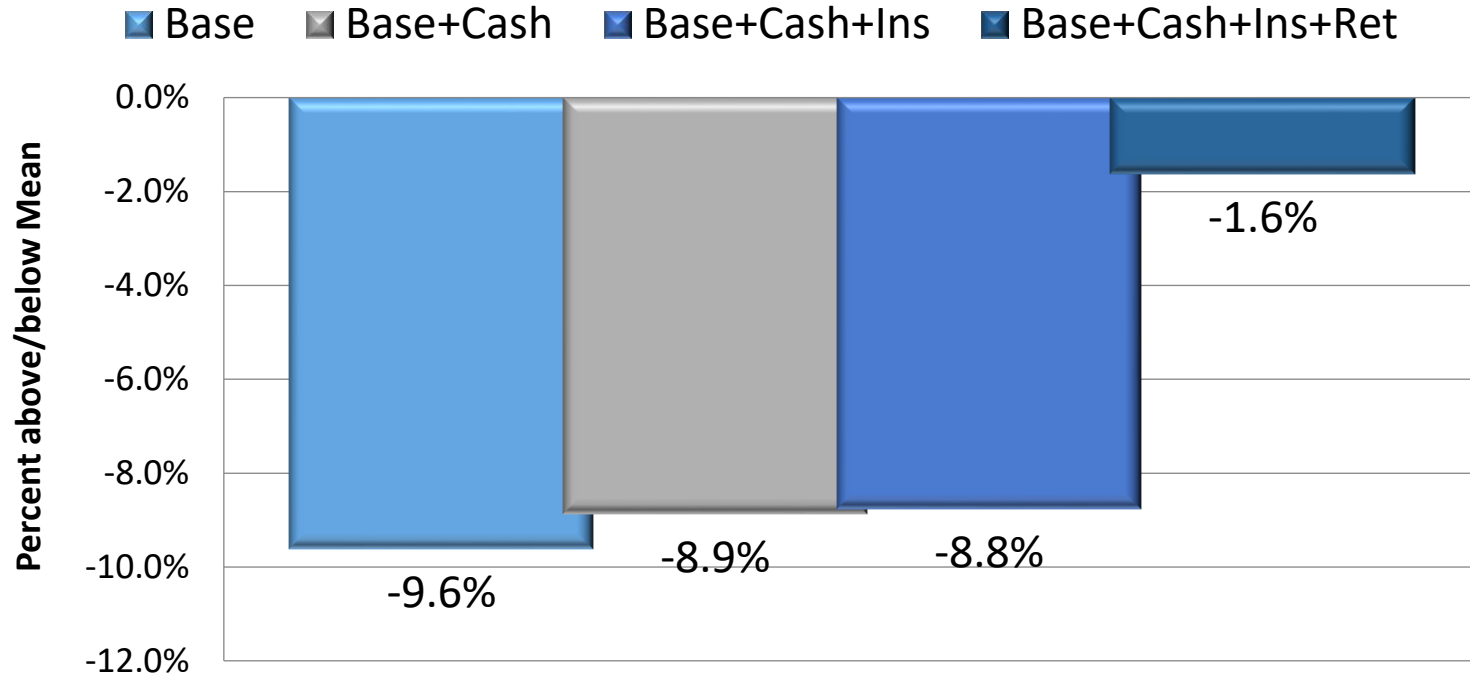
Strongest trend of the survey jobs should be in shaded region

Scope of Data Collection

The compensation survey included the collection and analysis of base salary and benefit data to understand how the City's total compensation compares with labor market practices. Elements included in the survey include:

- Base Salary
 - Range maximum (control point of range)
- Cash Benefits
 - Longevity
 - Employer Paid Member Contribution (EPMC)
 - Deferred Comp.
 - Uniform Allowance
 - Education Incentives
 - HAS
- Insurance Benefits
 - Health
 - Dental
 - Vision
 - Life Insurance
 - Long Term Disability
- Employer Retirement
 - Employer Contribution
 - Retirement Formula
 - FICA
- Leave Benefits
- Other Benefits

Benefits Survey Summary



Benefits analysis based on snap-shot trends of major benefit categories

- When base salary ranges are compared, the City is 9.6% below median overall
- When cash benefits are added to base salary and the cumulative totals analyzed, the City is 8.9% below market median. This is an insignificant change.
- When insurance benefits are cumulatively added to base and cash benefits, the City is 8.8% below the market median which is an insignificant change and indicates the City's insurance benefits are comparable to the market overall.
- When retirement benefits are cumulatively added to base, cash, and insurance benefits, the City gains to 1.6% below market median. This gain is due to a higher total retirement contribution rate.

Key Survey Findings

- The City's market relationship is below the market median. Of the 41 jobs surveyed:
 - 69% of the survey jobs are more than 5% below median
 - 10% of the survey jobs are more than 5% above median
 - 21% of the survey jobs are within 5% of median
- Overall, the City is at the market 24th percentile
- Management jobs are further below market than non-management jobs
- The City's benefits are comparable to the labor market with the exception of employer retirement contributions – the City's contribution rate is significantly greater than the survey agencies.
- Only two of the survey agencies pay all or a portion of the employee retirement contribution (EPMC).

Paramount
Labor Market Summary

Class Title	Range Max	# of Obs.	Market Median	% +/- Median	Market Mean	% +/- Mean	Market 75th P	% +/- 75th P	Percentile
Administrative Assistant	5,170	12	5,478	-6.0%	5,444	-5.3%	5,847	-13.1%	34
Assistant City Manager	15,287	9	15,831	-3.6%	15,488	-1.3%	16,031	-4.9%	31
Assistant Community Services and Recreation Director	9,798	3	10,989	-12.2%	10,472	-6.9%	11,222	-14.5%	20
Assistant Finance Director	9,798	11	11,178	-14.1%	11,027	-12.5%	11,625	-18.6%	11
Assistant Planning Director	9,798	7	10,119	-3.3%	10,416	-6.3%	10,819	-10.4%	20
Assistant Public Safety Director	9,798	0	I.D.	--	I.D.	--	I.D.	--	--
Assistant Public Works Director	9,798	5	11,290	-15.2%	11,527	-17.6%	11,686	-19.3%	0
Associate Planner	6,435	12	7,594	-18.0%	7,653	-18.9%	8,031	-24.8%	0
Building and Safety Inspector	7,252	6	7,021	3.2%	6,851	5.5%	7,045	2.8%	89
Building and Safety Manager	8,848	5	10,872	-22.9%	10,807	-22.1%	11,454	-29.4%	0
Building Permit Technician	5,327	8	5,176	2.8%	5,350	-0.4%	5,481	-2.9%	72
City Attorney	12,270	1	I.D.	--	I.D.	--	I.D.	--	--
City Clerk	10,482	9	10,482	0.0%	10,441	0.4%	10,989	-4.8%	50
Code Enforcement Officer	5,018	12	5,990	-19.4%	6,136	-22.3%	6,446	-28.5%	0
Community Service Officer	4,871	11	4,911	-0.8%	5,028	-3.2%	5,601	-15.0%	48
Community Service Officer Supervisor	6,002	2	I.D.	--	I.D.	--	I.D.	--	--
Community Services & Recreation Supervisor	6,435	12	7,460	-15.9%	7,531	-17.0%	8,099	-25.8%	5
Community Services and Recreation Director	12,329	12	13,665	-10.8%	13,764	-11.6%	14,261	-15.7%	11
Executive Assistant	6,002	12	6,473	-7.8%	6,588	-9.8%	7,066	-17.7%	9
Finance Director	12,329	11	14,247	-15.6%	14,777	-19.9%	14,829	-20.3%	0
Finance Supervisor	6,435	1	I.D.	--	I.D.	--	I.D.	--	--
Finance Technician	5,170	12	5,177	-0.1%	5,148	0.4%	5,452	-5.5%	50
Graphic Artist / Social Media Coordinator	5,327	5	6,030	-13.2%	5,994	-12.5%	6,099	-14.5%	0
Human Resources Manager	8,848	8	10,893	-23.1%	10,750	-21.5%	11,586	-30.9%	8
Information Technology (IT) Analyst I	5,826	6	7,952	-36.5%	7,585	-30.2%	8,024	-37.7%	4
Information Technology (IT) Manager	7,546	2	I.D.	--	I.D.	--	I.D.	--	--
Maintenance Supervisor	6,435	10	7,611	-18.3%	7,632	-18.6%	7,937	-23.3%	0
Maintenance Worker	4,634	12	4,869	-5.1%	4,934	-6.5%	5,080	-9.6%	9
Management Analyst	6,435	11	6,967	-8.3%	6,983	-8.5%	7,378	-14.7%	19
Management Analyst II	6,969	10	7,757	-11.3%	8,006	-14.9%	8,056	-15.6%	0
Office Assistant II	4,634	10	4,288	7.5%	4,199	9.4%	4,604	0.7%	78
Parking Control Officer	4,775	11	4,704	1.5%	4,789	-0.3%	4,985	-4.4%	53
Payroll Technician	5,170	12	5,594	-8.2%	5,593	-8.2%	5,834	-12.8%	7
Planning Director	12,329	11	14,024	-13.7%	14,472	-17.4%	14,930	-21.1%	0
Public Information Officer	8,171	8	8,677	-6.2%	8,535	-4.4%	9,756	-19.4%	38
Public Safety Director	12,329	6	11,710	5.0%	11,443	7.2%	12,877	-4.4%	60
Public Works Director	12,329	12	14,639	-18.7%	14,928	-21.1%	15,914	-29.1%	2
Public Works Manager	7,546	6	8,720	-15.6%	9,239	-22.4%	10,817	-43.3%	19
Public Works Operations Manager	8,336	8	9,758	-17.1%	10,032	-20.4%	10,516	-26.2%	0
Recreation Specialist	5,327	7	4,770	10.5%	4,657	12.6%	5,201	2.4%	80
Senior Accountant	7,698	10	8,430	-9.5%	8,470	-10.0%	8,726	-13.4%	14
Senior Code Enforcement Officer	Drift	6	6,930	--	7,005	--	7,145	--	--
Senior Maintenance Worker	5,170	12	5,916	-14.4%	5,832	-12.8%	6,137	-18.7%	7
Senior Services Program Supervisor	7,324	11	7,401	-1.0%	7,437	-1.5%	7,945	-8.5%	45
Senior Water Operator	5,170	7	6,240	-20.7%	6,438	-24.5%	6,638	-28.4%	0
Warehouse Attendant	5,170	4	4,492	13.1%	4,250	17.8%	5,002	3.3%	100
Water Operator	4,634	7	5,504	-18.8%	5,489	-18.4%	5,598	-20.8%	0
Water Superintendent	7,546	2	I.D.	--	I.D.	--	I.D.	--	--
Water Supervisor	6,435	7	7,848	-22.0%	7,981	-24.0%	8,266	-28.4%	0
Average		8		-9.6%		-10.0%		-16.4%	24

Paramount
Labor Market Summary

Class Title	Range Max	# of Obs.	Market Median	% +/- Median	Market Mean	% +/- Mean	Market 75th P	% +/- 75th P	Percentile
Part-Time Job Classifications									
Accounting Specialist	34	1	I.D.	--	I.D.	--	I.D.	--	--
Administrative Intern	19	11	18.06	4.1%	18.27	3.0%	19.03	-1.1%	73
Code Enforcement Officer PT	28	7	26.17	6.7%	26.53	5.4%	27.68	1.3%	86
Finance Aide	20	1	I.D.	--	I.D.	--	I.D.	--	--
Finance Assistant	23	3	22.75	0.0%	22.63	0.5%	24.26	-6.6%	50
HR Assistant	20	2	I.D.	--	I.D.	--	I.D.	--	--
Information Technology Specialist	28	2	I.D.	--	I.D.	--	I.D.	--	--
Maintenance Aide	15	10	17.07	-10.6%	17.33	-12.2%	19.13	-23.9%	13
Office Aide	15	4	16.23	-5.1%	16.69	-8.1%	16.91	-9.5%	0
Office Assistant I	17	9	18.48	-8.4%	19.03	-11.6%	20.06	-17.7%	18
Planning Intern	19	11	18.49	1.8%	19.63	-4.2%	20.11	-6.8%	63
Public Service Assistant	20	0	I.D.	--	I.D.	--	I.D.	--	--
Recreation Assistant	23	1	I.D.	--	I.D.	--	I.D.	--	--
Recreation Facilities Aide	14	5	16.71	-19.6%	16.64	-19.1%	17.01	-21.8%	0
Recreation Leader	13	11	16.71	-24.4%	16.80	-25.1%	17.65	-31.4%	0
Senior Recreation Leader	16	11	19.45	-19.9%	19.91	-22.8%	22.38	-38.0%	0
Social Media Aide	13	1	I.D.	--	I.D.	--	I.D.	--	--
STAR Program Assistant	23	0	I.D.	--	I.D.	--	I.D.	--	--
STAR Program Coordinator	19	0	I.D.	--	I.D.	--	I.D.	--	--
STAR Program Leader	15	0	I.D.	--	I.D.	--	I.D.	--	--
STAR Senior Program Leader	16	0	I.D.	--	I.D.	--	I.D.	--	--
Water Operator Aide	15	5	19.56	-26.7%	18.76	-21.5%	19.76	-28.0%	0
Average		4		-9.3%		-10.5%		-16.7%	27

EXPLANATION OF SURVEY DATA SHEETS

Survey Class	Title of the survey classification.
Agency	Name of survey agency from which compensation data was collected.
Comparable Class Title	Comparable title of matching class in each survey agency. The phrase "No Comparable Class" is used when a survey agency does not have the job or if there is a significant difference in qualifications or scope of duties.
Monthly Minimum	This is the monthly starting salary for positions in the class.
Monthly Control Point or Maximum	This is the monthly top step or range maximum for those agencies that use the range maximum as the control point. Control point salaries are used if the agency's range structure utilizes a mid-point or similar reference point. By definition, the range control point is that point in the salary range that most employees attain through tenure, assuming satisfactory performance. The control point is also used as the market "anchoring point" of the salary range. Range maximums do not include longevity, merit, or performance based pay.
City Rank	This is the range relative to the market with 1 being the highest salary in the market.
Coefficient of Variance	This is a statistical measure of variability and reliability. If this number is above 30%, the data may not be reliable.
Number of Obs.	The total number of data observations (not including the City's salary). If this number is less than six, insufficient data is available for statistical analysis.
Variability	This is a quick description of the sample variability. High variability, if inconsistent with the overall trends of the data, can indicate unreliable data. Low variability indicates very reliable data.
Mean	This is the average of the survey data. This statistic is subject to data skewing by data anomalies and is not as reliable as the median.
Median	This statistic represents the middle of the labor market. As such, half of the data is above the median and half is below the median.
Percentiles	This measurement is similar to the median except a different percentage of data is above a specific point in the ranking and the balance of data is below this point (i.e., for the 75th percentile, 25% of the data is above this point and 75% is below). The percentiles are calculated using an Excel spreadsheet function. Since there are different methods for computing percentiles, the function methodology used by Excel may not be the same as other spreadsheet programs or manual calculation methods.
Percent Above/Below	<p>This percentage represents the difference between the market statistic to the left of the percentage and the City's salary. Specifically, it is the percentage increase/decrease needed to move the City's salary to the market. For convenience, below market relations are shown as negative values and above market relations are shown as positive values. The following formula is used to calculate the percentage:</p> $\frac{(\text{City's Salary} - \text{Market})}{\text{City's Salary}}$ <p>It is important that the City's salary be in the denominator of any percentage formula.</p>
Percentile Rank	This is the percentile that corresponds to the City's salary if it is placed into the market data.

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Administrative Assistant

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Pico Rivera	Executive Assistant	\$ 4,541	\$ 6,790	49.5%
Lynwood	Executive Assistant	\$ 5,091	\$ 6,192	21.6%
Lakewood	Administrative Secretary	\$ 4,863	\$ 5,911	21.6%
Cerritos	Department Secretary	\$ 4,728	\$ 5,825	23.2%
Bellflower	Executive Assistant II	\$ 4,581	\$ 5,569	21.6%
South Gate	Senior Secretary	\$ 4,575	\$ 5,561	21.6%
Monterey Park	Administrative Secretary	\$ 4,216	\$ 5,395	28.0%
San Gabriel	Executive Assistant	\$ 4,263	\$ 5,182	21.6%
Paramount	Administrative Assistant	\$ 4,254	\$ 5,170	21.6%
La Mirada	Department Secretary	\$ 4,132	\$ 5,143	24.5%
Rosemead	Administrative Assistant	\$ 3,953	\$ 4,918	24.4%
Santa Fe Springs	Administrative Assistant II	\$ 3,602	\$ 4,457	23.8%
Bell Gardens	Secretary	\$ 3,605	\$ 4,382	21.6%
Paramount Rank		9/13	Market Value	Percent +/-
Coefficient of Variance		13%		
Number of Observations		12		
Variability		High		
Labor Market Mean			\$ 5,444	-5.29%
Labor Market Median			\$ 5,478	-5.95%
25th Percentile			\$ 5,087	1.62%
75th Percentile			\$ 5,847	-13.08%
Percentile Rank			34	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Assistant City Manager

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Bell Gardens	Assistant City Manager	\$ 14,320	\$ 17,406	21.6%
Lakewood	Deputy City Manager	\$ 13,809	\$ 16,787	21.6%
Pico Rivera	Assistant City Manager	\$ 14,573	\$ 16,031	10.0%
Monterey Park	Assistant City Manager	\$ 12,167	\$ 15,833	30.1%
La Mirada	Assistant City Manager	\$ 12,719	\$ 15,831	24.5%
San Gabriel	Assistant City Manager	\$ 12,874	\$ 15,648	21.5%
Paramount	Assistant City Manager	\$ 12,577	\$ 15,287	21.6%
Rosemead	Assistant City Manager	\$ 10,812	\$ 14,921	38.0%
Lynwood	Assistant City Manager		\$ 13,750	
Cerritos	Assistant City Manager	\$ 10,561	\$ 13,184	24.8%
Bellflower	No Comparable Class			
Santa Fe Springs	No Comparable Class			
South Gate	No Comparable Class			
Paramount Rank		7/10	Market Value	Percent +/-
Coefficient of Variance		9%		
Number of Observations		9		
Variability		Moderate		
Labor Market Mean			\$ 15,488	-1.31%
Labor Market Median			\$ 15,831	-3.56%
25th Percentile			\$ 14,921	2.40%
75th Percentile			\$ 16,031	-4.87%
Percentile Rank			31	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Assistant Community Services and Recreation Director

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Lynwood	Deputy Director of Rec & Community Svcs	\$ 9,418	\$ 11,454	21.6%
Lakewood	Asst Dir of Recreation & Community Svcs	\$ 9,041	\$ 10,989	21.5%
Paramount	Assistant Community Services and Recreation Director	\$ 8,061	\$ 9,798	21.6%
South Gate	Deputy Director of Parks & Recreation	\$ 7,382	\$ 8,972	21.5%
Bell Gardens	No Comparable Class			
Bellflower	No Comparable Class			
Cerritos	No Comparable Class			
La Mirada	No Comparable Class			
Monterey Park	No Comparable Class			
Pico Rivera	No Comparable Class			
Rosemead	No Comparable Class			
San Gabriel	No Comparable Class			
Santa Fe Springs	No Comparable Class			
Paramount Rank		3/4	Market Value	Percent +/-
Coefficient of Variance		13%		
Number of Observations		3		
Variability		Moderate		
Labor Market Mean			\$ 10,472	-6.88%
Labor Market Median			\$ 10,989	-12.16%
25th Percentile			\$ 9,981	-1.86%
75th Percentile			\$ 11,222	-14.53%
Percentile Rank			20	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Assistant Finance Director

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Monterey Park	Financial Services Manager	\$ 9,786	\$ 12,518	27.9%
Cerritos	Finance Manager	\$ 9,567	\$ 11,947	24.9%
Pico Rivera	Deputy Director of Finance	\$ 10,337	\$ 11,785	14.0%
South Gate	Deputy Director of Admin Svcs/Finance	\$ 9,433	\$ 11,465	21.5%
Lynwood	Deputy Director of Finance		\$ 11,250	
Bellflower	Finance Manager	\$ 9,196	\$ 11,178	21.6%
San Gabriel	Assistant Finance Director	\$ 9,130	\$ 11,098	21.6%
Lakewood	Assistant Director of Finance & Admin Svcs	\$ 9,041	\$ 10,989	21.5%
Santa Fe Springs	Finance Manager	\$ 8,717	\$ 10,797	23.9%
Paramount	Assistant Finance Director	\$ 8,061	\$ 9,798	21.6%
Rosemead	Finance Manager	\$ 8,033	\$ 9,737	21.2%
Bell Gardens	Accounting Manager	\$ 7,023	\$ 8,537	21.6%
La Mirada	No Comparable Class			
Paramount Rank		10/12	Market Value	Percent +/-
Coefficient of Variance		10%		
Number of Observations		11		
Variability		Moderate		
Labor Market Mean			\$ 11,027	-12.55%
Labor Market Median			\$ 11,178	-14.08%
25th Percentile			\$ 10,893	-11.18%
75th Percentile			\$ 11,625	-18.65%
Percentile Rank			11	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Assistant Planning Director

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Pico Rivera	Dep Director of Community & Economic Dev	\$ 10,337	\$ 11,785	14.0%
Lakewood	Assistant Director of Community Development	\$ 9,041	\$ 10,989	21.5%
Bell Gardens	City Planner	\$ 8,760	\$ 10,648	21.6%
Bellflower	Planning Manager	\$ 8,325	\$ 10,119	21.5%
San Gabriel	Planning Manager	\$ 8,300	\$ 10,089	21.6%
Paramount	Assistant Planning Director	\$ 8,061	\$ 9,798	21.6%
Rosemead	Planning & Economic Development Manager	\$ 7,973	\$ 9,714	21.8%
Cerritos	Planning Manager	\$ 7,649	\$ 9,567	25.1%
La Mirada	No Comparable Class			
Lynwood	No Comparable Class			
Monterey Park	No Comparable Class			
Santa Fe Springs	No Comparable Class			
South Gate	No Comparable Class			
Paramount Rank		6/8	Market Value	Percent +/-
Coefficient of Variance		8%		
Number of Observations		7		
Variability		Low		
Labor Market Mean			\$ 10,416	-6.31%
Labor Market Median			\$ 10,119	-3.28%
25th Percentile			\$ 9,902	-1.06%
75th Percentile			\$ 10,819	-10.41%
Percentile Rank			20	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Assistant Public Safety Director

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Paramount	Assistant Public Safety Director	\$ 8,061	\$ 9,798	21.6%
Bell Gardens	No Comparable Class			
Bellflower	No Comparable Class			
Cerritos	No Comparable Class			
La Mirada	No Comparable Class			
Lakewood	No Comparable Class			
Lynwood	No Comparable Class			
Monterey Park	No Comparable Class			
Pico Rivera	No Comparable Class			
Rosemead	No Comparable Class			
San Gabriel	No Comparable Class			
Santa Fe Springs	No Comparable Class			
South Gate	No Comparable Class			
Paramount Rank		--	Market Value	Percent +/-
Coefficient of Variance		I.D.		
Number of Observations		0		
Variability				
Labor Market Mean			I.D.	--
Labor Market Median			I.D.	--
25th Percentile			I.D.	--
75th Percentile			I.D.	--
Percentile Rank			--	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Assistant Public Works Director

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Lynwood	Deputy Director of Public Works	\$ 11,236	\$ 12,646	12.5%
Monterey Park	Public Works Maintenance Manager	\$ 9,134	\$ 11,686	27.9%
Bellflower	Public Works Manager	\$ 9,288	\$ 11,290	21.6%
Santa Fe Springs	Municipal Services Manager	\$ 9,043	\$ 11,023	21.9%
Lakewood	Assistant Director of Public Works	\$ 9,041	\$ 10,989	21.5%
Paramount	Assistant Public Works Director	\$ 8,061	\$ 9,798	21.6%
Bell Gardens	No Comparable Class			
Cerritos	No Comparable Class			
La Mirada	No Comparable Class			
Pico Rivera	No Comparable Class			
Rosemead	No Comparable Class			
San Gabriel	No Comparable Class			
South Gate	No Comparable Class			
Paramount Rank		6/6	Market Value	Percent +/-
Coefficient of Variance		6%		
Number of Observations		5		
Variability		Low		
Labor Market Mean			\$ 11,527	-17.64%
Labor Market Median			\$ 11,290	-15.23%
25th Percentile			\$ 11,023	-12.50%
75th Percentile			\$ 11,686	-19.27%
Percentile Rank			0	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Associate Planner

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
South Gate	Senior Planner	\$ 7,028	\$ 8,542	21.5%
Pico Rivera	Planner	\$ 6,141	\$ 8,475	38.0%
Lakewood	Associate Planner	\$ 6,890	\$ 8,373	21.5%
Santa Fe Springs	Associate Planner	\$ 6,378	\$ 7,917	24.1%
Lynwood	Planning Associate	\$ 6,350	\$ 7,734	21.8%
Monterey Park	Associate Planner	\$ 5,943	\$ 7,604	27.9%
Bellflower	Associate Planner	\$ 6,238	\$ 7,583	21.6%
La Mirada	Associate Planner	\$ 6,091	\$ 7,581	24.5%
San Gabriel	Associate Planner	\$ 5,959	\$ 7,243	21.5%
Rosemead	Associate Planner	\$ 5,676	\$ 6,969	22.8%
Cerritos	Associate Planner	\$ 5,562	\$ 6,935	24.7%
Bell Gardens	Associate Planner	\$ 5,656	\$ 6,875	21.6%
Paramount	Associate Planner	\$ 5,294	\$ 6,435	21.6%
Paramount Rank		13/13	Market Value	Percent +/-
Coefficient of Variance		8%		
Number of Observations		12		
Variability		Low		
Labor Market Mean			\$ 7,653	-18.91%
Labor Market Median			\$ 7,594	-18.00%
25th Percentile			\$ 7,175	-11.48%
75th Percentile			\$ 8,031	-24.80%
Percentile Rank			0	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Building and Safety Inspector

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Monterey Park	Building Inspector	\$ 5,856	\$ 7,492	27.9%
Paramount	Building and Safety Inspector	\$ 5,966	\$ 7,252	21.6%
Pico Rivera	Building Inspector	\$ 5,797	\$ 7,046	21.5%
San Gabriel	Building Inspector	\$ 5,794	\$ 7,043	21.6%
Lynwood	Building Inspector	\$ 5,758	\$ 7,000	21.6%
South Gate	Building Inspector	\$ 5,388	\$ 6,549	21.5%
Bell Gardens	Code Enforcement Officer/Building Inspector	\$ 4,915	\$ 5,975	21.6%
Bellflower	No Comparable Class			
Cerritos	No Comparable Class			
La Mirada	No Comparable Class			
Lakewood	No Comparable Class			
Rosemead	No Comparable Class			
Santa Fe Springs	No Comparable Class			
Paramount Rank		2/7	Market Value	Percent +/-
Coefficient of Variance		8%		
Number of Observations		6		
Variability		Low		
Labor Market Mean			\$ 6,851	5.53%
Labor Market Median			\$ 7,021	3.18%
25th Percentile			\$ 6,662	8.14%
75th Percentile			\$ 7,045	2.85%
Percentile Rank			89	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Building and Safety Manager

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
South Gate	Building Official	\$ 9,433	\$ 11,465	21.5%
Lynwood	Building Official	\$ 9,418	\$ 11,454	21.6%
Monterey Park	Building Official	\$ 8,499	\$ 10,872	27.9%
San Gabriel	Building Official/NIS Mgr	\$ 8,923	\$ 10,846	21.6%
Pico Rivera	Manager	\$ 7,106	\$ 9,399	32.3%
Paramount	Building and Safety Manager	\$ 7,280	\$ 8,848	21.6%
Bell Gardens	No Comparable Class			
Bellflower	No Comparable Class			
Cerritos	No Comparable Class			
La Mirada	No Comparable Class			
Lakewood	No Comparable Class			
Rosemead	No Comparable Class			
Santa Fe Springs	No Comparable Class			
Paramount Rank		6/6	Market Value	Percent +/-
Coefficient of Variance		8%		
Number of Observations		5		
Variability		Low		
Labor Market Mean			\$ 10,807	-22.14%
Labor Market Median			\$ 10,872	-22.87%
25th Percentile			\$ 10,846	-22.58%
75th Percentile			\$ 11,454	-29.45%
Percentile Rank			0	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Building Permit Technician

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Pico Rivera	Counter Service Representative	\$ 5,107	\$ 6,207	21.5%
Monterey Park	Permit Technician II	\$ 4,680	\$ 5,987	27.9%
Paramount	Building Permit Technician	\$ 4,382	\$ 5,327	21.6%
Cerritos	Building & Safety Clerk	\$ 4,328	\$ 5,312	22.7%
Lakewood	Building Clerk	\$ 4,304	\$ 5,232	21.6%
Lynwood	Permit Technician	\$ 4,211	\$ 5,119	21.6%
San Gabriel	Counter Specialist	\$ 4,162	\$ 5,059	21.6%
Santa Fe Springs	Building Permit Clerk II	\$ 4,004	\$ 4,952	23.7%
South Gate	Community Development Technician II	\$ 4,058	\$ 4,933	21.6%
Bell Gardens	No Comparable Class			
Bellflower	No Comparable Class			
La Mirada	No Comparable Class			
Rosemead	No Comparable Class			
Paramount Rank		3/9	Market Value	Percent +/-
Coefficient of Variance		9%		
Number of Observations		8		
Variability		Low		
Labor Market Mean			\$ 5,350	-0.44%
Labor Market Median			\$ 5,176	2.84%
25th Percentile			\$ 5,032	5.53%
75th Percentile			\$ 5,481	-2.89%
Percentile Rank			72	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

City Attorney

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Paramount	City Attorney	\$ 12,270	\$ 12,270	0.0%
Cerritos	City Attorney		\$ 12,075	
Bell Gardens	No Comparable Class			
Bellflower	No Comparable Class			
La Mirada	No Comparable Class			
Lakewood	No Comparable Class			
Lynwood	No Comparable Class			
Monterey Park	No Comparable Class			
Pico Rivera	No Comparable Class			
Rosemead	No Comparable Class			
San Gabriel	No Comparable Class			
Santa Fe Springs	No Comparable Class			
South Gate	No Comparable Class			
Paramount Rank		--	Market Value	Percent +/-
Coefficient of Variance		I.D.		
Number of Observations		1		
Variability				
Labor Market Mean			I.D.	--
Labor Market Median			I.D.	--
25th Percentile			I.D.	--
75th Percentile			I.D.	--
Percentile Rank			--	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

City Clerk

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
San Gabriel	Chief City Clerk	\$ 10,959	\$ 13,321	21.6%
Cerritos	City Clerk		\$ 12,458	
Lakewood	City Clerk	\$ 9,041	\$ 10,989	21.5%
Pico Rivera	City Clerk	\$ 8,100	\$ 10,715	32.3%
Santa Fe Springs	City Clerk	\$ 8,624	\$ 10,482	21.6%
Paramount	City Clerk	\$ 8,624	\$ 10,482	21.6%
Bell Gardens	City Clerk	\$ 8,137	\$ 9,891	21.6%
Bellflower	City Clerk		\$ 9,788	
Rosemead	City Clerk		\$ 8,613	
South Gate	City Clerk		\$ 7,710	
La Mirada	No Comparable Class			
Lynwood	No Comparable Class			
Monterey Park	No Comparable Class			
Paramount Rank		6/10	Market Value	Percent +/-
Coefficient of Variance		17%		
Number of Observations		9		
Variability		High		
Labor Market Mean			\$ 10,441	0.39%
Labor Market Median			\$ 10,482	0.00%
25th Percentile			\$ 9,788	6.62%
75th Percentile			\$ 10,989	-4.84%
Percentile Rank			50	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Code Enforcement Officer

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Lakewood	Community Conservation Representative	\$ 6,085	\$ 7,401	21.6%
Santa Fe Springs	Code Enforcement Inspector I	\$ 5,416	\$ 6,723	24.1%
Cerritos	Code Enforcement Officer	\$ 5,276	\$ 6,614	25.4%
Pico Rivera	Neighborhood Improvement Officer	\$ 5,257	\$ 6,390	21.6%
Bellflower	Code Enforcement Inspector II	\$ 5,215	\$ 6,340	21.6%
Lynwood	Public Safety Officer	\$ 4,925	\$ 5,992	21.7%
Monterey Park	Code Enforcement Officer	\$ 4,680	\$ 5,987	27.9%
La Mirada	Code Enforcement Specialist	\$ 4,797	\$ 5,971	24.5%
South Gate	Code Enforcement Officer	\$ 4,804	\$ 5,839	21.5%
Bell Gardens	Code Enforcement Officer	\$ 4,680	\$ 5,689	21.6%
Rosemead	Code Enforcement Officer	\$ 4,300	\$ 5,449	26.7%
San Gabriel	Neighborhood Srvc Improvement Officer	\$ 4,303	\$ 5,231	21.6%
Paramount	Code Enforcement Officer	\$ 4,128	\$ 5,018	21.6%
Paramount Rank		13/13	Market Value	Percent +/-
Coefficient of Variance		10%		
Number of Observations		12		
Variability		Moderate		
Labor Market Mean			\$ 6,136	-22.27%
Labor Market Median			\$ 5,990	-19.36%
25th Percentile			\$ 5,802	-15.61%
75th Percentile			\$ 6,446	-28.45%
Percentile Rank			0	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Community Service Officer

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Cerritos	Community Services Officer	\$ 4,954	\$ 6,099	23.1%
Lynwood	Public Safety Officer	\$ 4,925	\$ 5,992	21.7%
La Mirada	Public Safety Specialist	\$ 4,797	\$ 5,971	24.5%
Lakewood	Community Safety Specialist	\$ 4,304	\$ 5,232	21.6%
Bellflower	Community Services Officer II	\$ 4,107	\$ 4,992	21.5%
Monterey Park	Community Services Officer	\$ 3,839	\$ 4,911	27.9%
Paramount	Community Service Officer	\$ 4,007	\$ 4,871	21.6%
South Gate	Community Service Officer	\$ 3,870	\$ 4,704	21.6%
Bell Gardens	Community Services Officer	\$ 3,829	\$ 4,654	21.5%
San Gabriel	Community Service Officer	\$ 3,757	\$ 4,566	21.5%
Santa Fe Springs	Public Safety Officer	\$ 3,466	\$ 4,305	24.2%
Rosemead	Community Services Officer	\$ 3,196	\$ 3,886	21.6%
Pico Rivera	No Comparable Class			
Paramount Rank		7/12	Market Value	Percent +/-
Coefficient of Variance		14%		
Number of Observations		11		
Variability		High		
Labor Market Mean			\$ 5,028	-3.24%
Labor Market Median			\$ 4,911	-0.83%
25th Percentile			\$ 4,610	5.35%
75th Percentile			\$ 5,601	-15.00%
Percentile Rank			48	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Community Service Officer Supervisor

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Cerritos	Community Services Supervisor	\$ 6,432	\$ 8,048	25.1%
Bellflower	Public Safety Supervisor	\$ 6,300	\$ 7,658	21.6%
Paramount	Community Service Officer Supervisor	\$ 4,938	\$ 6,002	21.6%
Bell Gardens	No Comparable Class			
La Mirada	No Comparable Class			
Lakewood	No Comparable Class			
Lynwood	No Comparable Class			
Monterey Park	No Comparable Class			
Pico Rivera	No Comparable Class			
Rosemead	No Comparable Class			
San Gabriel	No Comparable Class			
Santa Fe Springs	No Comparable Class			
South Gate	No Comparable Class			
Paramount Rank		--	Market Value	Percent +/-
Coefficient of Variance		I.D.		
Number of Observations		2		
Variability				
Labor Market Mean			I.D.	--
Labor Market Median			I.D.	--
25th Percentile			I.D.	--
75th Percentile			I.D.	--
Percentile Rank			--	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Community Services & Recreation Supervisor

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Pico Rivera	Supervisor	\$ 7,195	\$ 8,636	20.0%
Lynwood	Recreation Superintendent II	\$ 6,911	\$ 8,400	21.6%
Cerritos	Recreation Services Supervisor	\$ 6,614	\$ 8,247	24.7%
Bellflower	Recreation Supervisor II	\$ 6,622	\$ 8,049	21.5%
Monterey Park	Recreation Supervisor	\$ 6,130	\$ 7,841	27.9%
Santa Fe Springs	Community Services Supervisor	\$ 6,055	\$ 7,488	23.7%
La Mirada	Community Services Supervisor	\$ 5,971	\$ 7,432	24.5%
Lakewood	Community Services Supervisor	\$ 6,085	\$ 7,401	21.6%
San Gabriel	Recreation Supervisor	\$ 5,959	\$ 7,243	21.5%
South Gate	Recreation Supervisor	\$ 5,655	\$ 6,874	21.6%
Rosemead	Recreation Supervisor	\$ 5,370	\$ 6,755	25.8%
Paramount	Community Services & Recreation Supervisor	\$ 5,294	\$ 6,435	21.6%
Bell Gardens	Recreation Supervisor	\$ 4,943	\$ 6,009	21.6%
Paramount Rank		12/13	Market Value	Percent +/-
Coefficient of Variance		10%		
Number of Observations		12		
Variability		Moderate		
Labor Market Mean			\$ 7,531	-17.03%
Labor Market Median			\$ 7,460	-15.92%
25th Percentile			\$ 7,151	-11.12%
75th Percentile			\$ 8,099	-25.84%
Percentile Rank			5	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Community Services and Recreation Director

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Lakewood	Director of Recreation & Community Svcs	\$ 13,809	\$ 16,787	21.6%
Pico Rivera	Director of Parks and Recreation	\$ 10,130	\$ 14,934	47.4%
Cerritos	Director of Community & Cultural Services	\$ 11,653	\$ 14,554	24.9%
South Gate	Director of Parks and Recreation	\$ 11,652	\$ 14,163	21.5%
Bellflower	Director of Parks and Recreation	\$ 11,451	\$ 13,919	21.6%
La Mirada	Community Services Director	\$ 11,065	\$ 13,773	24.5%
Rosemead	Director of Parks and Recreation	\$ 9,824	\$ 13,557	38.0%
San Gabriel	Community Services Director	\$ 10,959	\$ 13,321	21.6%
Santa Fe Springs	Director of Community Services	\$ 10,549	\$ 13,067	23.9%
Lynwood	Director of Recreation & Community Svcs		\$ 12,926	
Paramount	Community Services and Recreation Director	\$ 10,143	\$ 12,329	21.6%
Monterey Park	Director of Recreation & Community Svcs	\$ 9,450	\$ 12,138	28.4%
Bell Gardens	Director of Recreation & Community Svcs	\$ 9,892	\$ 12,024	21.6%
Paramount Rank		11/13	Market Value	Percent +/-
Coefficient of Variance		9%		
Number of Observations		12		
Variability		Moderate		
Labor Market Mean			\$ 13,764	-11.64%
Labor Market Median			\$ 13,665	-10.84%
25th Percentile			\$ 13,032	-5.70%
75th Percentile			\$ 14,261	-15.67%
Percentile Rank			11	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Executive Assistant

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Pico Rivera	Senior Executive Assistant	\$ 6,996	\$ 7,905	13.0%
South Gate	Executive Assistant to the City Manager	\$ 5,898	\$ 7,168	21.5%
Bellflower	Executive Assistant to the City Manager	\$ 5,876	\$ 7,143	21.6%
Lakewood	Executive Secretary	\$ 5,792	\$ 7,040	21.5%
Monterey Park	Secretary to the City Manager	\$ 5,249	\$ 6,714	27.9%
San Gabriel	Executive Assistant to the City Manager	\$ 5,332	\$ 6,481	21.5%
La Mirada	Executive Secretary	\$ 5,194	\$ 6,465	24.5%
Cerritos	Administrative Secretary, Conf	\$ 5,075	\$ 6,240	23.0%
Lynwood	Executive Assistant	\$ 5,091	\$ 6,192	21.6%
Rosemead	Executive Assistant to the City Manager	\$ 4,904	\$ 6,024	22.8%
Bell Gardens	Executive Assistant to the City Manager	\$ 4,943	\$ 6,009	21.6%
Paramount	Executive Assistant	\$ 4,938	\$ 6,002	21.6%
Santa Fe Springs	Secretary to the City Manager & City Council	\$ 4,583	\$ 5,677	23.9%
Paramount Rank		12/13	Market Value	Percent +/-
Coefficient of Variance		10%		
Number of Observations		12		
Variability		Moderate		
Labor Market Mean			\$ 6,588	-9.76%
Labor Market Median			\$ 6,473	-7.84%
25th Percentile			\$ 6,150	-2.46%
75th Percentile			\$ 7,066	-17.71%
Percentile Rank			9	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Finance Director

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Lakewood	Director of Finance & Admin Services	\$ 16,260	\$ 19,764	21.5%
Bellflower	Director of Finance	\$ 12,525	\$ 15,224	21.5%
Pico Rivera	Director of Finance	\$ 10,130	\$ 14,934	47.4%
San Gabriel	Finance Director	\$ 12,113	\$ 14,724	21.6%
Santa Fe Springs	Director of Finance & Admin Services	\$ 11,749	\$ 14,555	23.9%
Lynwood	Director of Finance		\$ 14,247	
Monterey Park	Director of Management Services	\$ 11,098	\$ 14,219	28.1%
Cerritos	Director of Administrative Services	\$ 11,336	\$ 14,158	24.9%
South Gate	Director of Administrative Services	\$ 11,417	\$ 13,878	21.6%
Rosemead	Director of Finance	\$ 9,824	\$ 13,557	38.0%
Bell Gardens	Director of Finance & Admin Services	\$ 10,928	\$ 13,283	21.6%
Paramount	Finance Director	\$ 10,143	\$ 12,329	21.6%
La Mirada	No Comparable Class			
Paramount Rank		12/12	Market Value	Percent +/-
Coefficient of Variance		12%		
Number of Observations		11		
Variability		Moderate		
Labor Market Mean			\$ 14,777	-19.85%
Labor Market Median			\$ 14,247	-15.56%
25th Percentile			\$ 14,018	-13.70%
75th Percentile			\$ 14,829	-20.28%
Percentile Rank			0	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Finance Supervisor

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Lynwood	Billing & Collections Supervisor	\$ 5,945	\$ 7,365	23.9%
Paramount	Finance Supervisor	\$ 5,294	\$ 6,435	21.6%
Bell Gardens	No Comparable Class			
Bellflower	No Comparable Class			
Cerritos	No Comparable Class			
La Mirada	No Comparable Class			
Lakewood	No Comparable Class			
Monterey Park	No Comparable Class			
Pico Rivera	No Comparable Class			
Rosemead	No Comparable Class			
San Gabriel	No Comparable Class			
Santa Fe Springs	No Comparable Class			
South Gate	No Comparable Class			
Paramount Rank		--	Market Value	Percent +/-
Coefficient of Variance		I.D.		
Number of Observations		1		
Variability				
Labor Market Mean			I.D.	--
Labor Market Median			I.D.	--
25th Percentile			I.D.	--
75th Percentile			I.D.	--
Percentile Rank			--	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Finance Technician

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Cerritos	Accounting Technician	\$ 4,728	\$ 5,825	23.2%
Lakewood	Accounting Technician	\$ 4,631	\$ 5,630	21.6%
La Mirada	Account Technician III	\$ 4,519	\$ 5,625	24.5%
Monterey Park	Senior Account Clerk	\$ 4,217	\$ 5,395	27.9%
Rosemead	Senior Accounting Specialist	\$ 4,106	\$ 5,378	31.0%
Bellflower	Accounting Technician II	\$ 4,359	\$ 5,298	21.5%
Paramount	Finance Technician	\$ 4,254	\$ 5,170	21.6%
Pico Rivera	Account Clerk II	\$ 4,159	\$ 5,056	21.6%
Lynwood	Accounting Technician	\$ 4,086	\$ 4,966	21.5%
Santa Fe Springs	Account Clerk II	\$ 4,004	\$ 4,952	23.7%
South Gate	Intermediate Account Clerk	\$ 3,817	\$ 4,639	21.5%
San Gabriel	Accounting Technician II	\$ 3,813	\$ 4,635	21.6%
Bell Gardens	Account Technician	\$ 3,605	\$ 4,382	21.6%
Paramount Rank		7/13	Market Value	Percent +/-
Coefficient of Variance		9%		
Number of Observations		12		
Variability		Moderate		
Labor Market Mean			\$ 5,148	0.42%
Labor Market Median			\$ 5,177	-0.13%
25th Percentile			\$ 4,873	5.74%
75th Percentile			\$ 5,452	-5.46%
Percentile Rank			50	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Graphic Artist / Social Media Coordinator

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Lynwood	Media Specialist	\$ 5,091	\$ 6,192	21.6%
Cerritos	Graphic Designer	\$ 4,954	\$ 6,099	23.1%
La Mirada	Graphics & Technology Coordinator	\$ 4,845	\$ 6,030	24.5%
Santa Fe Springs	Public Relations Specialist	\$ 4,745	\$ 5,878	23.9%
Lakewood	Graphics and Media Technician	\$ 4,746	\$ 5,771	21.6%
Paramount	Graphic Artist / Social Media Coordinator	\$ 4,382	\$ 5,327	21.6%
Bell Gardens	No Comparable Class			
Bellflower	No Comparable Class			
Monterey Park	No Comparable Class			
Pico Rivera	No Comparable Class			
Rosemead	No Comparable Class			
San Gabriel	No Comparable Class			
South Gate	No Comparable Class			
Paramount Rank		6/6	Market Value	Percent +/-
Coefficient of Variance		3%		
Number of Observations		5		
Variability		Low		
Labor Market Mean			\$ 5,994	-12.52%
Labor Market Median			\$ 6,030	-13.21%
25th Percentile			\$ 5,878	-10.34%
75th Percentile			\$ 6,099	-14.50%
Percentile Rank			0	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Human Resources Manager

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Bellflower	Human Resources & Risk Manager	\$ 10,575	\$ 12,854	21.6%
Cerritos	Personnel/Risk Manager	\$ 9,567	\$ 11,947	24.9%
South Gate	Deputy Director of Admin Srvcs/HR & RM	\$ 9,433	\$ 11,465	21.5%
Lakewood	Human Resources Manager	\$ 9,041	\$ 10,989	21.5%
Santa Fe Springs	Human Resources Manager	\$ 8,717	\$ 10,797	23.9%
La Mirada	Human Resources Manager	\$ 8,292	\$ 10,320	24.5%
Rosemead	Human Resources Manager	\$ 7,346	\$ 9,089	23.7%
Paramount	Human Resources Manager	\$ 7,280	\$ 8,848	21.6%
Bell Gardens	Human Resources Manager	\$ 7,023	\$ 8,537	21.6%
Lynwood	No Comparable Class			
Monterey Park	No Comparable Class			
Pico Rivera	No Comparable Class			
San Gabriel	No Comparable Class			
Paramount Rank		8/9	Market Value	Percent +/-
Coefficient of Variance		13%		
Number of Observations		8		
Variability		Moderate		
Labor Market Mean			\$ 10,750	-21.49%
Labor Market Median			\$ 10,893	-23.11%
25th Percentile			\$ 10,013	-13.16%
75th Percentile			\$ 11,586	-30.93%
Percentile Rank			8	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Information Technology (IT) Analyst I

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Monterey Park	Information Systems Specialist	\$ 6,656	\$ 8,515	27.9%
Cerritos	Information Technology Analyst	\$ 6,432	\$ 8,048	25.1%
Santa Fe Springs	Systems Analyst	\$ 6,419	\$ 7,952	23.9%
San Gabriel	Information Systems Specialist	\$ 6,541	\$ 7,951	21.6%
Lynwood	System Analyst	\$ 6,350	\$ 7,734	21.8%
Paramount	Information Technology (IT) Analyst I	\$ 4,793	\$ 5,826	21.6%
South Gate	Information Systems Coordinator	\$ 4,369	\$ 5,310	21.5%
Bell Gardens	No Comparable Class			
Bellflower	No Comparable Class			
La Mirada	No Comparable Class			
Lakewood	No Comparable Class			
Pico Rivera	No Comparable Class			
Rosemead	No Comparable Class			
Paramount Rank		6/7	Market Value	Percent +/-
Coefficient of Variance		15%		
Number of Observations		6		
Variability		High		
Labor Market Mean			\$ 7,585	-30.20%
Labor Market Median			\$ 7,952	-36.49%
25th Percentile			\$ 7,788	-33.68%
75th Percentile			\$ 8,024	-37.73%
Percentile Rank			4	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Information Technology (IT) Manager

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Lakewood	IT Services Manager	\$ 8,181	\$ 9,944	21.5%
South Gate	Information Systems Administrator	\$ 7,098	\$ 8,628	21.6%
Paramount	Information Technology (IT) Manager	\$ 6,208	\$ 7,546	21.6%
Bell Gardens	No Comparable Class			
Bellflower	No Comparable Class			
Cerritos	No Comparable Class			
La Mirada	No Comparable Class			
Lynwood	No Comparable Class			
Monterey Park	No Comparable Class			
Pico Rivera	No Comparable Class			
Rosemead	No Comparable Class			
San Gabriel	No Comparable Class			
Santa Fe Springs	No Comparable Class			
Paramount Rank		--	Market Value	Percent +/-
Coefficient of Variance		I.D.		
Number of Observations		2		
Variability				
Labor Market Mean			I.D.	--
Labor Market Median			I.D.	--
25th Percentile			I.D.	--
75th Percentile			I.D.	--
Percentile Rank			--	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Maintenance Supervisor

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Pico Rivera	Supervisor	\$ 7,195	\$ 8,636	20.0%
Bellflower	Public Works Division Head - Streets	\$ 7,100	\$ 8,630	21.5%
Lakewood	Tree & Hardscape Supervisor	\$ 6,555	\$ 7,969	21.6%
Monterey Park	Public Works Maintenance Supervisor	\$ 6,130	\$ 7,841	27.9%
Lynwood	Public Works Operations Supervisor	\$ 6,350	\$ 7,734	21.8%
Santa Fe Springs	Streets & Grounds Maintenance Supervisor	\$ 6,055	\$ 7,488	23.7%
Cerritos	Maintenance Supervisor	\$ 5,977	\$ 7,477	25.1%
La Mirada	Maintenance Supervisor	\$ 5,681	\$ 7,071	24.5%
South Gate	Street Foreman	\$ 5,812	\$ 7,064	21.5%
Paramount	Maintenance Supervisor	\$ 5,294	\$ 6,435	21.6%
Bell Gardens	Public Works Supervisor	\$ 5,273	\$ 6,409	21.5%
Rosemead	No Comparable Class			
San Gabriel	No Comparable Class			
Paramount Rank		10/11	Market Value	Percent +/-
Coefficient of Variance		9%		
Number of Observations		10		
Variability		Moderate		
Labor Market Mean			\$ 7,632	-18.59%
Labor Market Median			\$ 7,611	-18.27%
25th Percentile			\$ 7,173	-11.46%
75th Percentile			\$ 7,937	-23.33%
Percentile Rank			0	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Maintenance Worker

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Cerritos	Maintenance Mechanic II	\$ 4,728	\$ 5,825	23.2%
Pico Rivera	Maintenance Worker II	\$ 4,292	\$ 5,207	21.3%
Bellflower	Maintenance Worker II	\$ 4,273	\$ 5,194	21.6%
La Mirada	Maintenance II	\$ 4,050	\$ 5,042	24.5%
Santa Fe Springs	Maintenance Worker	\$ 4,004	\$ 4,952	23.7%
Lynwood	Street Maintenance Worker	\$ 4,011	\$ 4,876	21.6%
South Gate	Street Maintenance Worker	\$ 4,000	\$ 4,862	21.6%
Lakewood	Maintenance Worker	\$ 3,992	\$ 4,850	21.5%
San Gabriel	Maintenance Worker II	\$ 3,924	\$ 4,770	21.6%
Monterey Park	Maintenance Worker	\$ 3,668	\$ 4,692	27.9%
Rosemead	Maintenance Worker	\$ 3,548	\$ 4,649	31.0%
Paramount	Maintenance Worker	\$ 3,813	\$ 4,634	21.6%
Bell Gardens	Maintenance Worker	\$ 3,530	\$ 4,291	21.6%
Paramount Rank		12/13	Market Value	Percent +/-
Coefficient of Variance		8%		
Number of Observations		12		
Variability		Moderate		
Labor Market Mean			\$ 4,934	-6.47%
Labor Market Median			\$ 4,869	-5.07%
25th Percentile			\$ 4,751	-2.51%
75th Percentile			\$ 5,080	-9.61%
Percentile Rank			9	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Management Analyst

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Pico Rivera	Analyst	\$ 6,141	\$ 8,475	38.0%
Cerritos	Management Analyst	\$ 6,126	\$ 7,649	24.9%
Bellflower	Management Analyst II	\$ 6,176	\$ 7,506	21.5%
Santa Fe Springs	Management Analyst II	\$ 5,851	\$ 7,251	23.9%
San Gabriel	Management Analyst	\$ 5,959	\$ 7,243	21.5%
South Gate	Administrative Analyst	\$ 5,732	\$ 6,967	21.5%
Lynwood	Administrative Analyst II	\$ 5,449	\$ 6,624	21.6%
La Mirada	Administrative Analyst II	\$ 5,246	\$ 6,530	24.5%
Monterey Park	Management Analyst	\$ 5,053	\$ 6,464	27.9%
Paramount	Management Analyst	\$ 5,294	\$ 6,435	21.6%
Rosemead	Management Analyst	\$ 5,082	\$ 6,243	22.8%
Bell Gardens	Management Analyst	\$ 4,821	\$ 5,860	21.6%
Lakewood	No Comparable Class			
Paramount Rank		10/12	Market Value	Percent +/-
Coefficient of Variance		11%		
Number of Observations		11		
Variability		Moderate		
Labor Market Mean			\$ 6,983	-8.51%
Labor Market Median			\$ 6,967	-8.26%
25th Percentile			\$ 6,497	-0.96%
75th Percentile			\$ 7,378	-14.65%
Percentile Rank			19	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Management Analyst II

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Pico Rivera	Senior Analyst	\$ 8,480	\$ 9,963	17.5%
Bellflower	Senior Management Analyst	\$ 7,171	\$ 8,717	21.6%
South Gate	Senior Administrative Analyst	\$ 6,631	\$ 8,060	21.6%
Santa Fe Springs	Senior Management Analyst	\$ 6,528	\$ 8,044	23.2%
Lakewood	Senior Management Analyst	\$ 6,401	\$ 7,780	21.5%
Lynwood	Administrative Analyst III	\$ 6,350	\$ 7,734	21.8%
Monterey Park	Senior Management Analyst	\$ 5,943	\$ 7,604	27.9%
La Mirada	Senior Administrative Analyst	\$ 6,091	\$ 7,581	24.5%
Bell Gardens	Senior Management Analyst	\$ 6,204	\$ 7,541	21.6%
Rosemead	Senior Management Analyst	\$ 5,769	\$ 7,035	21.9%
Paramount	Management Analyst II	\$ 5,733	\$ 6,969	21.6%
Cerritos	No Comparable Class			
San Gabriel	No Comparable Class			
Paramount Rank		11/11	Market Value	Percent +/-
Coefficient of Variance		10%		
Number of Observations		10		
Variability		Moderate		
Labor Market Mean			\$ 8,006	-14.88%
Labor Market Median			\$ 7,757	-11.31%
25th Percentile			\$ 7,587	-8.87%
75th Percentile			\$ 8,056	-15.60%
Percentile Rank			0	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Office Assistant II

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Cerritos	Secretary/Receptionist	\$ 4,038	\$ 4,954	22.7%
Pico Rivera	Administrative Clerk	\$ 3,848	\$ 4,677	21.5%
San Gabriel	Administrative Assistant II	\$ 3,813	\$ 4,635	21.6%
Paramount	Office Assistant II	\$ 3,813	\$ 4,634	21.6%
Monterey Park	Senior Clerk Typist	\$ 3,525	\$ 4,509	27.9%
South Gate	Office Assistant	\$ 3,615	\$ 4,394	21.5%
Lakewood	Intermediate Clerk Typist	\$ 3,442	\$ 4,182	21.5%
La Mirada	Administrative Clerk	\$ 3,254	\$ 4,050	24.5%
Bell Gardens	Clerk Typist	\$ 3,033	\$ 3,687	21.6%
Lynwood	Office Assistant II	\$ 2,920	\$ 3,551	21.6%
Bellflower	Office Assistant	\$ 2,759	\$ 3,354	21.6%
Rosemead	No Comparable Class			
Santa Fe Springs	No Comparable Class			
Paramount Rank		4/11	Market Value	Percent +/-
Coefficient of Variance		13%		
Number of Observations		10		
Variability		Moderate		
Labor Market Mean			\$ 4,199	9.38%
Labor Market Median			\$ 4,288	7.47%
25th Percentile			\$ 3,778	18.48%
75th Percentile			\$ 4,604	0.66%
Percentile Rank			78	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Parking Control Officer

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Lynwood	Public Safety Officer	\$ 4,925	\$ 5,992	21.7%
Pico Rivera	Parking Enforcement Officer	\$ 4,143	\$ 5,035	21.5%
Bellflower	Community Services Officer II	\$ 4,107	\$ 4,992	21.5%
Lakewood	Parking Control Officer	\$ 4,091	\$ 4,977	21.7%
Monterey Park	Community Services Officer	\$ 3,839	\$ 4,911	27.9%
Paramount	Parking Control Officer	\$ 3,928	\$ 4,775	21.6%
South Gate	Community Service Officer	\$ 3,870	\$ 4,704	21.6%
Cerritos	Parking Enforcement Officer	\$ 3,817	\$ 4,661	22.1%
Bell Gardens	Community Services Officer	\$ 3,829	\$ 4,654	21.5%
San Gabriel	Community Service Officer	\$ 3,757	\$ 4,566	21.5%
Santa Fe Springs	Public Safety Officer	\$ 3,466	\$ 4,305	24.2%
Rosemead	Parking Control Officer	\$ 3,196	\$ 3,886	21.6%
La Mirada	No Comparable Class			
Paramount Rank		6/12	Market Value	Percent +/-
Coefficient of Variance		11%		
Number of Observations		11		
Variability		High		
Labor Market Mean			\$ 4,789	-0.31%
Labor Market Median			\$ 4,704	1.48%
25th Percentile			\$ 4,610	3.45%
75th Percentile			\$ 4,985	-4.40%
Percentile Rank			53	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Payroll Technician

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Lynwood	Payroll Specialist	\$ 5,091	\$ 6,192	21.6%
Monterey Park	Payroll Technician	\$ 4,659	\$ 5,960	27.9%
Bell Gardens	Payroll Analyst	\$ 4,821	\$ 5,860	21.6%
Cerritos	Accounting Technician	\$ 4,728	\$ 5,825	23.2%
Lakewood	Accounting Technician	\$ 4,631	\$ 5,630	21.6%
La Mirada	Account Technician III	\$ 4,519	\$ 5,625	24.5%
Bellflower	Accounting Technician II (Payroll)	\$ 4,577	\$ 5,563	21.5%
Santa Fe Springs	Account Clerk III	\$ 4,463	\$ 5,526	23.8%
Rosemead	Senior Accounting Specialist	\$ 4,106	\$ 5,378	31.0%
Pico Rivera	Account Clerk III	\$ 4,360	\$ 5,299	21.5%
South Gate	Payroll Technician	\$ 4,280	\$ 5,202	21.5%
Paramount	Payroll Technician	\$ 4,254	\$ 5,170	21.6%
San Gabriel	Payroll Specialist	\$ 4,162	\$ 5,059	21.6%
Paramount Rank		12/13	Market Value	Percent +/-
Coefficient of Variance		6%		
Number of Observations		12		
Variability		Low		
Labor Market Mean			\$ 5,593	-8.18%
Labor Market Median			\$ 5,594	-8.19%
25th Percentile			\$ 5,358	-3.64%
75th Percentile			\$ 5,834	-12.83%
Percentile Rank			7	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Planning Director

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Lakewood	Director of Community Development	\$ 13,809	\$ 16,787	21.6%
Cerritos	Senior Assistant City Manager	\$ 13,182	\$ 16,459	24.9%
Pico Rivera	Director of Community & Economic Dev	\$ 10,130	\$ 14,934	47.4%
Bellflower	Director of Planning & Building Svcs	\$ 12,278	\$ 14,925	21.6%
South Gate	Director of Community Development	\$ 12,181	\$ 14,806	21.5%
San Gabriel	Community Development Director	\$ 11,537	\$ 14,024	21.6%
La Mirada	Community Development Director	\$ 11,065	\$ 13,773	24.5%
Rosemead	Director of Community Development	\$ 9,824	\$ 13,557	38.0%
Bell Gardens	Director of Community Development	\$ 11,073	\$ 13,459	21.5%
Lynwood	Director of Community Development		\$ 13,400	
Santa Fe Springs	Director of Planning	\$ 10,549	\$ 13,067	23.9%
Paramount	Planning Director	\$ 10,143	\$ 12,329	21.6%
Monterey Park	No Comparable Class			
Paramount Rank		12/12	Market Value	Percent +/-
Coefficient of Variance		9%		
Number of Observations		11		
Variability		Moderate		
Labor Market Mean			\$ 14,472	-17.38%
Labor Market Median			\$ 14,024	-13.75%
25th Percentile			\$ 13,508	-9.56%
75th Percentile			\$ 14,930	-21.09%
Percentile Rank			0	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Public Information Officer

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Lakewood	Public Information Officer	\$ 9,041	\$ 10,989	21.5%
Bellflower	Assistant to the City Manager	\$ 8,492	\$ 10,323	21.6%
Cerritos	Public Information Manager	\$ 7,649	\$ 9,567	25.1%
Lynwood	Assistant to the City Manager	\$ 7,464	\$ 8,879	19.0%
Pico Rivera	Public Information Officer	\$ 7,063	\$ 8,475	20.0%
Paramount	Public Information Officer	\$ 6,723	\$ 8,171	21.6%
Bell Gardens	Senior Management Analyst	\$ 6,204	\$ 7,541	21.6%
Rosemead	Senior Management Analyst	\$ 5,769	\$ 7,035	21.9%
San Gabriel	Management Assistant	\$ 4,498	\$ 5,467	21.5%
La Mirada	No Comparable Class			
Monterey Park	No Comparable Class			
Santa Fe Springs	No Comparable Class			
South Gate	No Comparable Class			
Paramount Rank		6/9	Market Value	Percent +/-
Coefficient of Variance		21%		
Number of Observations		8		
Variability		High		
Labor Market Mean			\$ 8,535	-4.45%
Labor Market Median			\$ 8,677	-6.19%
25th Percentile			\$ 7,415	9.26%
75th Percentile			\$ 9,756	-19.39%
Percentile Rank			38	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Public Safety Director

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Bellflower	Director of Public Safety	\$ 11,451	\$ 13,919	21.6%
Lakewood	Director of Public Safety	\$ 10,734	\$ 13,059	21.7%
Santa Fe Springs	Director of Police Services	\$ 9,952	\$ 12,329	23.9%
Paramount	Public Safety Director	\$ 10,143	\$ 12,329	21.6%
Cerritos	Public Safety Manager	\$ 8,884	\$ 11,090	24.8%
Lynwood	Public Safety Manager	\$ 7,857	\$ 9,346	19.0%
Rosemead	Public Safety Manager	\$ 6,590	\$ 8,917	35.3%
Bell Gardens	No Comparable Class			
La Mirada	No Comparable Class			
Monterey Park	No Comparable Class			
Pico Rivera	No Comparable Class			
San Gabriel	No Comparable Class			
South Gate	No Comparable Class			
Paramount Rank		4/7	Market Value	Percent +/-
Coefficient of Variance		18%		
Number of Observations		6		
Variability		High		
Labor Market Mean			\$ 11,443	7.18%
Labor Market Median			\$ 11,710	5.02%
25th Percentile			\$ 9,782	20.66%
75th Percentile			\$ 12,877	-4.44%
Percentile Rank			60	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Public Works Director

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Lakewood	Director of Public Works	\$ 14,732	\$ 17,907	21.6%
South Gate	Assistant CM/Dir of Public Works	\$ 13,834	\$ 16,816	21.6%
Bellflower	Assistant City Manager/Dir of Public Works	\$ 13,296	\$ 16,162	21.6%
La Mirada	Public Works Director/City Engineer	\$ 12,719	\$ 15,831	24.5%
Pico Rivera	Director of Public Works	\$ 10,130	\$ 14,934	47.4%
San Gabriel	Public Works Director/City Engineer	\$ 12,113	\$ 14,724	21.6%
Santa Fe Springs	Director of Public Works	\$ 11,749	\$ 14,555	23.9%
Cerritos	Dir of Public Works/City Engineer	\$ 11,653	\$ 14,554	24.9%
Monterey Park	Director of Public Works	\$ 11,098	\$ 14,219	28.1%
Lynwood	Director of Public Works		\$ 13,854	
Rosemead	Director of Public Works	\$ 9,824	\$ 13,557	38.0%
Paramount	Public Works Director	\$ 10,143	\$ 12,329	21.6%
Bell Gardens	Director of Public Works/Facilities	\$ 9,892	\$ 12,024	21.6%
Paramount Rank		12/13	Market Value	Percent +/-
Coefficient of Variance		11%		
Number of Observations		12		
Variability		Moderate		
Labor Market Mean			\$ 14,928	-21.08%
Labor Market Median			\$ 14,639	-18.74%
25th Percentile			\$ 14,128	-14.59%
75th Percentile			\$ 15,914	-29.08%
Percentile Rank			2	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Public Works Manager

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Lynwood	Public Works Special Projects Manager	\$ 11,236	\$ 12,646	12.5%
Pico Rivera	Principal Analyst	\$ 9,965	\$ 11,455	15.0%
Monterey Park	Principal Management Analyst	\$ 6,959	\$ 8,902	27.9%
Bell Gardens	Administrative Services Manager	\$ 7,023	\$ 8,537	21.6%
Cerritos	Management Analyst	\$ 6,126	\$ 7,649	24.9%
Paramount	Public Works Manager	\$ 6,208	\$ 7,546	21.6%
Rosemead	Management Analyst	\$ 5,082	\$ 6,243	22.8%
Bellflower	No Comparable Class			
La Mirada	No Comparable Class			
Lakewood	No Comparable Class			
San Gabriel	No Comparable Class			
Santa Fe Springs	No Comparable Class			
South Gate	No Comparable Class			
Paramount Rank		6/7	Market Value	Percent +/-
Coefficient of Variance		26%		
Number of Observations		6		
Variability		High		
Labor Market Mean			\$ 9,239	-22.43%
Labor Market Median			\$ 8,720	-15.55%
25th Percentile			\$ 7,871	-4.31%
75th Percentile			\$ 10,817	-43.34%
Percentile Rank			19	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Public Works Operations Manager

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
South Gate	Field Operations Manager	\$ 9,784	\$ 11,893	21.6%
Lynwood	Public Works Operations Manager	\$ 8,945	\$ 11,186	25.1%
Cerritos	Maintenance Superintendent	\$ 8,247	\$ 10,293	24.8%
La Mirada	Public Works Superintendent	\$ 8,048	\$ 10,017	24.5%
Rosemead	Public Works Manager	\$ 7,729	\$ 9,500	22.9%
San Gabriel	Field Operations Manager	\$ 7,758	\$ 9,430	21.6%
Pico Rivera	Manager	\$ 7,106	\$ 9,399	32.3%
Bell Gardens	Public Works Manager	\$ 7,023	\$ 8,537	21.6%
Paramount	Public Works Operations Manager	\$ 6,858	\$ 8,336	21.6%
Bellflower	No Comparable Class			
Lakewood	No Comparable Class			
Monterey Park	No Comparable Class			
Santa Fe Springs	No Comparable Class			
Paramount Rank		9/9	Market Value	Percent +/-
Coefficient of Variance		11%		
Number of Observations		8		
Variability		Moderate		
Labor Market Mean			\$ 10,032	-20.35%
Labor Market Median			\$ 9,758	-17.07%
25th Percentile			\$ 9,422	-13.04%
75th Percentile			\$ 10,516	-26.16%
Percentile Rank			0	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Recreation Specialist

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Pico Rivera	Technician	\$ 4,700	\$ 5,521	17.5%
Rosemead	Administrative Specialist	\$ 4,122	\$ 5,410	31.2%
Paramount	Recreation Specialist	\$ 4,382	\$ 5,327	21.6%
La Mirada	Community Services Technician	\$ 4,010	\$ 4,992	24.5%
San Gabriel	Recreation Specialist	\$ 3,924	\$ 4,770	21.6%
Santa Fe Springs	Community Services Specialist	\$ 3,768	\$ 4,652	23.5%
South Gate	Recreation Specialist	\$ 3,119	\$ 3,791	21.5%
Lynwood	Recreation Specialist	\$ 2,850	\$ 3,465	21.6%
Bell Gardens	No Comparable Class			
Bellflower	No Comparable Class			
Cerritos	No Comparable Class			
Lakewood	No Comparable Class			
Monterey Park	No Comparable Class			
Paramount Rank		3/8	Market Value	Percent +/-
Coefficient of Variance		17%		
Number of Observations		7		
Variability		High		
Labor Market Mean			\$ 4,657	12.57%
Labor Market Median			\$ 4,770	10.45%
25th Percentile			\$ 4,221	20.75%
75th Percentile			\$ 5,201	2.37%
Percentile Rank			80	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Senior Accountant

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Pico Rivera	Senior Accountant	\$ 8,480	\$ 9,963	17.5%
Santa Fe Springs	Senior Budget Analyst	\$ 7,301	\$ 9,044	23.9%
Lakewood	Senior Accountant	\$ 7,239	\$ 8,796	21.5%
Monterey Park	Senior Accountant	\$ 6,656	\$ 8,515	27.9%
Bellflower	Senior Accountant	\$ 6,960	\$ 8,460	21.6%
Lynwood	Senior Accountant	\$ 6,911	\$ 8,400	21.5%
South Gate	Senior Accountant	\$ 6,827	\$ 8,298	21.5%
Cerritos	Senior Accountant	\$ 6,614	\$ 8,247	24.7%
Paramount	Senior Accountant	\$ 6,333	\$ 7,698	21.6%
Bell Gardens	Senior Accountant	\$ 6,204	\$ 7,541	21.6%
La Mirada	Senior Accountant	\$ 5,971	\$ 7,432	24.5%
Rosemead	No Comparable Class			
San Gabriel	No Comparable Class			
Paramount Rank		9/11	Market Value	Percent +/-
Coefficient of Variance		9%		
Number of Observations		10		
Variability		Moderate		
Labor Market Mean			\$ 8,470	-10.03%
Labor Market Median			\$ 8,430	-9.51%
25th Percentile			\$ 8,260	-7.30%
75th Percentile			\$ 8,726	-13.36%
Percentile Rank			14	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Senior Code Enforcement Officer

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
San Gabriel	Sr. Neighborhood Svcs Improvement Officer	\$ 6,543	\$ 7,953	21.5%
Pico Rivera	Coordinator	\$ 5,440	\$ 7,193	32.2%
La Mirada	Senior Code Enforcement Specialist	\$ 5,625	\$ 7,001	24.5%
Rosemead	Senior Code Enforcement Officer	\$ 5,468	\$ 6,858	25.4%
Lynwood	Lead Public Safety Officer	\$ 5,418	\$ 6,592	21.7%
South Gate	Senior Code Enforcement Officer	\$ 5,291	\$ 6,432	21.6%
Bell Gardens	No Comparable Class			
Bellflower	No Comparable Class			
Cerritos	No Comparable Class			
Lakewood	No Comparable Class			
Monterey Park	No Comparable Class			
Paramount	Senior Code Enforcement Officer			
Santa Fe Springs	No Comparable Class			
Paramount Rank		--	Market Value	Percent +/-
Coefficient of Variance		8%		
Number of Observations		6		
Variability		Low		
Labor Market Mean			\$ 7,005	--
Labor Market Median			\$ 6,930	--
25th Percentile			\$ 6,659	--
75th Percentile			\$ 7,145	--
Percentile Rank			--	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Senior Maintenance Worker

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Bellflower	Maintenance Crew Leader	\$ 5,427	\$ 6,596	21.5%
Lakewood	Tree Lead Worker	\$ 5,240	\$ 6,372	21.6%
Cerritos	Maintenance Leadworker	\$ 5,075	\$ 6,240	23.0%
South Gate	Street Lead Worker	\$ 5,020	\$ 6,102	21.6%
Santa Fe Springs	Streets & Grounds Lead Worker	\$ 4,874	\$ 6,038	23.9%
San Gabriel	Maintenance Leadperson	\$ 4,929	\$ 5,991	21.5%
Monterey Park	Crew Leader	\$ 4,565	\$ 5,840	27.9%
Pico Rivera	Maintenance III/Crew Leader	\$ 4,722	\$ 5,740	21.6%
Lynwood	Street Maintenance Lead Worker	\$ 4,644	\$ 5,651	21.7%
La Mirada	Maintenance III	\$ 4,474	\$ 5,569	24.5%
Rosemead	Maintenance Lead Worker	\$ 4,183	\$ 5,337	27.6%
Paramount	Senior Maintenance Worker	\$ 4,254	\$ 5,170	21.6%
Bell Gardens	Senior Maintenance Worker	\$ 3,711	\$ 4,512	21.6%
Paramount Rank		12/13	Market Value	Percent +/-
Coefficient of Variance		9%		
Number of Observations		12		
Variability		Moderate		
Labor Market Mean			\$ 5,832	-12.81%
Labor Market Median			\$ 5,916	-14.42%
25th Percentile			\$ 5,630	-8.90%
75th Percentile			\$ 6,137	-18.69%
Percentile Rank			7	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Senior Services Program Supervisor

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Pico Rivera	Supervisor	\$ 7,195	\$ 8,636	20.0%
Lynwood	Recreation Superintendent II	\$ 6,911	\$ 8,400	21.6%
Bellflower	Recreation Supervisor II	\$ 6,622	\$ 8,049	21.5%
Monterey Park	Recreation Supervisor	\$ 6,130	\$ 7,841	27.9%
Santa Fe Springs	Community Services Supervisor	\$ 6,055	\$ 7,488	23.7%
Lakewood	Community Services Supervisor	\$ 6,085	\$ 7,401	21.6%
Paramount	Senior Services Program Supervisor	\$ 6,026	\$ 7,324	21.6%
San Gabriel	Recreation Supervisor	\$ 5,959	\$ 7,243	21.5%
Cerritos	Senior Services Supervisor	\$ 5,698	\$ 7,112	24.8%
South Gate	Recreation Supervisor	\$ 5,655	\$ 6,874	21.6%
Rosemead	Recreation Supervisor	\$ 5,370	\$ 6,755	25.8%
Bell Gardens	Recreation Supervisor	\$ 4,943	\$ 6,009	21.6%
La Mirada	No Comparable Class			
Paramount Rank		7/12	Market Value	Percent +/-
Coefficient of Variance		10%		
Number of Observations		11		
Variability		Moderate		
Labor Market Mean			\$ 7,437	-1.54%
Labor Market Median			\$ 7,401	-1.05%
25th Percentile			\$ 6,993	4.52%
75th Percentile			\$ 7,945	-8.48%
Percentile Rank			45	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Senior Water Operator

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Lynwood	Water Service/WW Lead Worker	\$ 6,109	\$ 7,365	20.6%
Lakewood	Water Distribution Lead Worker	\$ 5,502	\$ 6,689	21.6%
South Gate	Water Lead Worker	\$ 5,419	\$ 6,587	21.6%
Cerritos	Water Maintenance Leadworker	\$ 5,075	\$ 6,240	23.0%
Pico Rivera	Water Systems Operator III	\$ 5,111	\$ 6,212	21.5%
Santa Fe Springs	Water Utility Lead Worker	\$ 4,874	\$ 6,038	23.9%
Monterey Park	Water Distribution Lead Worker	\$ 4,641	\$ 5,938	27.9%
Paramount	Senior Water Operator	\$ 4,254	\$ 5,170	21.6%
Bell Gardens	No Comparable Class			
Bellflower	No Comparable Class			
La Mirada	No Comparable Class			
Rosemead	No Comparable Class			
San Gabriel	No Comparable Class			
Paramount Rank		8/8	Market Value	Percent +/-
Coefficient of Variance		8%		
Number of Observations		7		
Variability		Low		
Labor Market Mean			\$ 6,438	-24.53%
Labor Market Median			\$ 6,240	-20.69%
25th Percentile			\$ 6,125	-18.47%
75th Percentile			\$ 6,638	-28.39%
Percentile Rank			0	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Warehouse Attendant

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Paramount	Warehouse Attendant	\$ 4,254	\$ 5,170	21.6%
Cerritos	Delivery/Warehouse Clerk	\$ 4,131	\$ 5,075	22.9%
Lakewood	Purchasing Clerk	\$ 4,091	\$ 4,977	21.7%
South Gate	Stock Clerk	\$ 3,296	\$ 4,006	21.5%
Santa Fe Springs	Warehouse Assistant	\$ 2,427	\$ 2,943	21.3%
Bell Gardens	No Comparable Class			
Bellflower	No Comparable Class			
La Mirada	No Comparable Class			
Lynwood	No Comparable Class			
Monterey Park	No Comparable Class			
Pico Rivera	No Comparable Class			
Rosemead	No Comparable Class			
San Gabriel	No Comparable Class			
Paramount Rank		1/5	Market Value	Percent +/-
Coefficient of Variance		23%		
Number of Observations		4		
Variability		High		
Labor Market Mean			\$ 4,250	17.79%
Labor Market Median			\$ 4,492	13.13%
25th Percentile			\$ 3,740	27.66%
75th Percentile			\$ 5,002	3.26%
Percentile Rank			100	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Water Operator

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Lynwood	Water Service/WW Worker II	\$ 4,925	\$ 5,992	21.7%
Pico Rivera	Water Systems Operator II	\$ 4,638	\$ 5,637	21.5%
Cerritos	Water Maintenance II	\$ 4,526	\$ 5,559	22.8%
South Gate	Water Distribution Operator II	\$ 4,528	\$ 5,504	21.6%
Lakewood	Water Utility Worker	\$ 4,520	\$ 5,496	21.6%
Santa Fe Springs	Water Utility Worker	\$ 4,218	\$ 5,222	23.8%
Monterey Park	Water Utility Maintenance Worker	\$ 3,918	\$ 5,012	27.9%
Paramount	Water Operator	\$ 3,813	\$ 4,634	21.6%
Bell Gardens	No Comparable Class			
Bellflower	No Comparable Class			
La Mirada	No Comparable Class			
Rosemead	No Comparable Class			
San Gabriel	No Comparable Class			
Paramount Rank		8/8	Market Value	Percent +/-
Coefficient of Variance		6%		
Number of Observations		7		
Variability		Low		
Labor Market Mean			\$ 5,489	-18.44%
Labor Market Median			\$ 5,504	-18.77%
25th Percentile			\$ 5,359	-15.64%
75th Percentile			\$ 5,598	-20.80%
Percentile Rank			0	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Water Superintendent

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
South Gate	Water Division Manager	\$ 9,294	\$ 11,297	21.6%
Santa Fe Springs	Utility Services Manager	\$ 9,043	\$ 11,203	23.9%
Paramount	Water Superintendent	\$ 6,208	\$ 7,546	21.6%
Bell Gardens	No Comparable Class			
Bellflower	No Comparable Class			
Cerritos	No Comparable Class			
La Mirada	No Comparable Class			
Lakewood	No Comparable Class			
Lynwood	No Comparable Class			
Monterey Park	No Comparable Class			
Pico Rivera	No Comparable Class			
Rosemead	No Comparable Class			
San Gabriel	No Comparable Class			
Paramount Rank		--	Market Value	Percent +/-
Coefficient of Variance		I.D.		
Number of Observations		2		
Variability				
Labor Market Mean			I.D.	--
Labor Market Median			I.D.	--
25th Percentile			I.D.	--
75th Percentile			I.D.	--
Percentile Rank			--	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Water Supervisor

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Pico Rivera	Supervisor	\$ 7,195	\$ 8,636	20.0%
Monterey Park	Water Operations Supervisor	\$ 6,537	\$ 8,362	27.9%
Lakewood	Water Distribution Supervisor	\$ 6,719	\$ 8,170	21.6%
Cerritos	Water Supervisor	\$ 6,284	\$ 7,848	24.9%
Lynwood	Water Operations Supervisor	\$ 6,350	\$ 7,734	21.8%
South Gate	Water Operations Foreman	\$ 6,275	\$ 7,627	21.5%
Santa Fe Springs	Water Utility Section Supervisor	\$ 6,055	\$ 7,488	23.7%
Paramount	Water Supervisor	\$ 5,294	\$ 6,435	21.6%
Bell Gardens	No Comparable Class			
Bellflower	No Comparable Class			
La Mirada	No Comparable Class			
Rosemead	No Comparable Class			
San Gabriel	No Comparable Class			
Paramount Rank		8/8	Market Value	Percent +/-
Coefficient of Variance		5%		
Number of Observations		7		
Variability		Low		
Labor Market Mean			\$ 7,981	-24.01%
Labor Market Median			\$ 7,848	-21.95%
25th Percentile			\$ 7,681	-19.35%
75th Percentile			\$ 8,266	-28.45%
Percentile Rank			0	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Accounting Specialist

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Paramount	Accounting Specialist	\$ 28.15	\$ 34.22	21.6%
South Gate	Intermediate Account Clerk		\$ 22.02	
Bell Gardens	No Comparable Class			
Bellflower	No Comparable Class			
Cerritos	No Comparable Class			
La Mirada	No Comparable Class			
Lakewood	No Comparable Class			
Lynwood	No Comparable Class			
Monterey Park	No Comparable Class			
Pico Rivera	No Comparable Class			
Rosemead	No Comparable Class			
San Gabriel	No Comparable Class			
Santa Fe Springs	No Comparable Class			
Paramount Rank		--	Market Value	Percent +/-
Coefficient of Variance		I.D.		
Number of Observations		1		
Variability				
Labor Market Mean			I.D.	--
Labor Market Median			I.D.	--
25th Percentile			I.D.	--
75th Percentile			I.D.	--
Percentile Rank			--	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Administrative Intern

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Bell Gardens	Intern	\$ 3,484	\$ 4,235	21.5%
Lakewood	Intern II		\$ 3,581	
Cerritos	Administrative Intern	\$ 2,683	\$ 3,390	26.4%
Paramount	Administrative Intern	\$ 2,687	\$ 3,264	21.5%
Santa Fe Springs	Administrative Intern	\$ 2,589	\$ 3,208	23.9%
San Gabriel	Administrative Intern	\$ 2,636	\$ 3,205	21.6%
Rosemead	Administrative Intern	\$ 2,576	\$ 3,130	21.5%
Lynwood	Administrative Intern	\$ 2,427	\$ 2,990	23.2%
La Mirada	Administrative Intern	\$ 2,468	\$ 2,948	19.5%
Bellflower	Intern II	\$ 2,377	\$ 2,890	21.6%
Monterey Park	Administrative Intern	\$ 2,571	\$ 2,837	10.4%
South Gate	Intern		\$ 2,427	
Pico Rivera	No Comparable Class			
Paramount Rank		4/12	Market Value	Percent +/-
Coefficient of Variance		15%		
Number of Observations		11		
Variability		High		
Labor Market Mean			\$ 3,167	2.95%
Labor Market Median			\$ 3,130	4.09%
25th Percentile			\$ 2,919	10.56%
75th Percentile			\$ 3,299	-1.09%
Percentile Rank			73	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Code Enforcement Officer PT

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Rosemead	Code Enforcement Officer	\$ 24.80	\$ 30.15	21.6%
Paramount	Code Enforcement Officer	\$ 23.07	\$ 28.04	21.5%
South Gate	Code Enforcement Officer		\$ 27.71	
Cerritos	Code Enforcement Officer	\$ 22.32	\$ 27.64	23.8%
La Mirada	Code Enforcement Specialist	\$ 20.66	\$ 26.17	26.7%
Monterey Park	Code Enforcement Officer	\$ 23.05	\$ 25.44	10.4%
Santa Fe Springs	Code Enforcement Inspector I	\$ 20.00	\$ 24.84	24.2%
Lynwood	Public Safety Officer	\$ 19.56	\$ 23.79	21.6%
Bell Gardens	No Comparable Class			
Bellflower	No Comparable Class			
Lakewood	No Comparable Class			
Pico Rivera	No Comparable Class			
San Gabriel	No Comparable Class			
Paramount Rank		2/8	Market Value	Percent +/-
Coefficient of Variance		8%		
Number of Observations		7		
Variability		Moderate		
Labor Market Mean			\$ 26.53	5.37%
Labor Market Median			\$ 26.17	6.67%
25th Percentile			\$ 25.14	10.35%
75th Percentile			\$ 27.68	1.30%
Percentile Rank			86	

PARAMOUNT
LABOR MARKET SALARY SURVEY

Statistics computed using range Control Point/Max

Finance Aide

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Paramount	Finance Aide	\$ 16.12	\$ 19.60	21.6%
Santa Fe Springs	Finance Office Aide	\$ 14.00	\$ 16.98	21.3%
Bell Gardens	No Comparable Class			
Bellflower	No Comparable Class			
Cerritos	No Comparable Class			
La Mirada	No Comparable Class			
Lakewood	No Comparable Class			
Lynwood	No Comparable Class			
Monterey Park	No Comparable Class			
Pico Rivera	No Comparable Class			
Rosemead	No Comparable Class			
San Gabriel	No Comparable Class			
South Gate	No Comparable Class			
Paramount Rank		--	Market Value	Percent +/-
Coefficient of Variance		I.D.		
Number of Observations		1		
Variability				
Labor Market Mean			I.D.	--
Labor Market Median			I.D.	--
25th Percentile			I.D.	--
75th Percentile			I.D.	--
Percentile Rank			--	

PARAMOUNT
LABOR MARKET SALARY SURVEY

Statistics computed using range Control Point/Max

Finance Assistant

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Cerritos	Account Clerk	\$ 20.80	\$ 25.76	23.8%
Bell Gardens	Account Clerk I	\$ 18.72	\$ 22.75	21.5%
Paramount	Finance Assistant	\$ 18.72	\$ 22.75	21.5%
Monterey Park	Account Clerk	\$ 17.55	\$ 19.37	10.4%
Bellflower	No Comparable Class			
La Mirada	No Comparable Class			
Lakewood	No Comparable Class			
Lynwood	No Comparable Class			
Pico Rivera	No Comparable Class			
Rosemead	No Comparable Class			
San Gabriel	No Comparable Class			
Santa Fe Springs	No Comparable Class			
South Gate	No Comparable Class			
Paramount Rank		3/4	Market Value	Percent +/-
Coefficient of Variance		14%		
Number of Observations		3		
Variability		Moderate		
Labor Market Mean			\$ 22.63	0.54%
Labor Market Median			\$ 22.75	-0.02%
25th Percentile			\$ 21.06	7.42%
75th Percentile			\$ 24.26	-6.62%
Percentile Rank			50	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

HR Assistant

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Cerritos	Human Resources Assistant	\$ 20.21	\$ 24.97	23.6%
Santa Fe Springs	Human Resources Assistant	\$ 19.13	\$ 23.69	23.9%
Paramount	HR Assistant	\$ 16.12	\$ 19.60	21.6%
Bell Gardens	No Comparable Class			
Bellflower	No Comparable Class			
La Mirada	No Comparable Class			
Lakewood	No Comparable Class			
Lynwood	No Comparable Class			
Monterey Park	No Comparable Class			
Pico Rivera	No Comparable Class			
Rosemead	No Comparable Class			
San Gabriel	No Comparable Class			
South Gate	No Comparable Class			
Paramount Rank		--	Market Value	Percent +/-
Coefficient of Variance		I.D.		
Number of Observations		2		
Variability				
Labor Market Mean			I.D.	--
Labor Market Median			I.D.	--
25th Percentile			I.D.	--
75th Percentile			I.D.	--
Percentile Rank			--	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Information Technology Specialist

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Lynwood	Information Systems Technician	\$ 25.54	\$ 29.97	17.3%
Paramount	Information Technology Specialist	\$ 23.07	\$ 28.04	21.5%
Santa Fe Springs	Computer Technician	\$ 16.09	\$ 19.93	23.9%
Bell Gardens	No Comparable Class			
Bellflower	No Comparable Class			
Cerritos	No Comparable Class			
La Mirada	No Comparable Class			
Lakewood	No Comparable Class			
Monterey Park	No Comparable Class			
Pico Rivera	No Comparable Class			
Rosemead	No Comparable Class			
San Gabriel	No Comparable Class			
South Gate	No Comparable Class			
Paramount Rank		--	Market Value	Percent +/-
Coefficient of Variance		I.D.		
Number of Observations		2		
Variability				
Labor Market Mean			I.D.	--
Labor Market Median			I.D.	--
25th Percentile			I.D.	--
75th Percentile			I.D.	--
Percentile Rank			--	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Maintenance Aide

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Pico Rivera	Maintenance Aide	\$ 14.16	\$ 21.28	50.3%
South Gate	Maintenance Helper		\$ 19.76	
Monterey Park	Maintenance Worker	\$ 17.87	\$ 19.73	10.4%
La Mirada	Maintenance Worker	\$ 13.66	\$ 17.31	26.7%
Lynwood	Maintenance Worker	\$ 14.00	\$ 17.12	22.3%
San Gabriel	Park Maintenance Helper	\$ 14.00	\$ 17.02	21.6%
Cerritos	Parks Maintenance Assistant	\$ 13.20	\$ 16.71	26.6%
Santa Fe Springs	Public Works Aide	\$ 14.00	\$ 16.09	15.0%
Paramount	Maintenance Aide	\$ 12.70	\$ 15.44	21.6%
Lakewood	Maintenance Aide II		\$ 15.28	
Bellflower	Maintenance Assistant		\$ 13.00	
Bell Gardens	No Comparable Class			
Rosemead	No Comparable Class			
Paramount Rank		9/11	Market Value	Percent +/-
Coefficient of Variance		14%		
Number of Observations		10		
Variability		High		
Labor Market Mean			\$ 17.33	-12.25%
Labor Market Median			\$ 17.07	-10.56%
25th Percentile			\$ 16.25	-5.23%
75th Percentile			\$ 19.13	-23.87%
Percentile Rank			13	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Office Aide

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
South Gate	City Hall Receptionist		\$ 18.52	
Monterey Park	Clerk Typist	\$ 14.83	\$ 16.37	10.4%
Santa Fe Springs	Office Aide	\$ 14.00	\$ 16.09	15.0%
Lakewood	Clerk Typist I		\$ 15.76	
Paramount	Office Aide	\$ 12.70	\$ 15.44	21.6%
Bell Gardens	No Comparable Class			
Bellflower	No Comparable Class			
Cerritos	No Comparable Class			
La Mirada	No Comparable Class			
Lynwood	No Comparable Class			
Pico Rivera	No Comparable Class			
Rosemead	No Comparable Class			
San Gabriel	No Comparable Class			
Paramount Rank		5/5	Market Value	Percent +/-
Coefficient of Variance		7%		
Number of Observations		4		
Variability		Low		
Labor Market Mean			\$ 16.69	-8.07%
Labor Market Median			\$ 16.23	-5.13%
25th Percentile			\$ 16.01	-3.70%
75th Percentile			\$ 16.91	-9.50%
Percentile Rank			0	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Office Assistant I

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Cerritos	Secretary/Receptionist	\$ 20.21	\$ 24.97	23.6%
San Gabriel	Administrative Assistant I	\$ 16.51	\$ 20.07	21.6%
La Mirada	Administrative Clerk	\$ 15.38	\$ 20.06	30.4%
Bellflower	Office Assistant	\$ 15.92	\$ 19.35	21.6%
Pico Rivera	Senior Office Clerk	\$ 13.88	\$ 18.48	33.1%
South Gate	Clerical Assistant I		\$ 18.26	
Santa Fe Springs	Administrative Clerk I	\$ 14.52	\$ 17.99	23.9%
Paramount	Office Assistant I	\$ 14.03	\$ 17.05	21.5%
Monterey Park	Clerk Typist	\$ 14.83	\$ 16.37	10.4%
Lakewood	Clerk Typist I		\$ 15.76	
Bell Gardens	No Comparable Class			
Lynwood	No Comparable Class			
Rosemead	No Comparable Class			
Paramount Rank		8/10	Market Value	Percent +/-
Coefficient of Variance		14%		
Number of Observations		9		
Variability		High		
Labor Market Mean			\$ 19.03	-11.64%
Labor Market Median			\$ 18.48	-8.39%
25th Percentile			\$ 17.99	-5.51%
75th Percentile			\$ 20.06	-17.65%
Percentile Rank			18	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Planning Intern

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Bell Gardens	Planning Intern	\$ 25.66	\$ 31.18	21.5%
South Gate	Community Development Intern		\$ 23.05	
Lakewood	Intern II		\$ 20.66	
Cerritos	Planning Intern	\$ 15.48	\$ 19.56	26.4%
Paramount	Planning Intern	\$ 15.50	\$ 18.83	21.5%
Santa Fe Springs	Administrative Intern	\$ 14.94	\$ 18.51	23.9%
San Gabriel	Administrative Intern	\$ 15.21	\$ 18.49	21.6%
Rosemead	Administrative Intern	\$ 14.86	\$ 18.06	21.5%
Lynwood	Administrative Intern	\$ 14.00	\$ 17.25	23.2%
La Mirada	Administrative Intern	\$ 14.24	\$ 17.01	19.5%
Bellflower	Intern II	\$ 13.71	\$ 16.67	21.6%
Monterey Park	Planning Intern	\$ 14.00	\$ 15.45	10.4%
Pico Rivera	No Comparable Class			
Paramount Rank		5/12	Market Value	Percent +/-
Coefficient of Variance		22%		
Number of Observations		11		
Variability		High		
Labor Market Mean			\$ 19.63	-4.23%
Labor Market Median			\$ 18.49	1.81%
25th Percentile			\$ 17.13	9.03%
75th Percentile			\$ 20.11	-6.80%
Percentile Rank			63	

PARAMOUNT
LABOR MARKET SALARY SURVEY

Statistics computed using range Control Point/Max

Public Service Assistant

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Paramount	Public Service Assistant	\$ 16.12	\$ 19.60	21.6%
Bell Gardens	No Comparable Class			
Bellflower	No Comparable Class			
Cerritos	No Comparable Class			
La Mirada	No Comparable Class			
Lakewood	No Comparable Class			
Lynwood	No Comparable Class			
Monterey Park	No Comparable Class			
Pico Rivera	No Comparable Class			
Rosemead	No Comparable Class			
San Gabriel	No Comparable Class			
Santa Fe Springs	No Comparable Class			
South Gate	No Comparable Class			
Paramount Rank		--	Market Value	Percent +/-
Coefficient of Variance		I.D.		
Number of Observations		0		
Variability				
Labor Market Mean			I.D.	--
Labor Market Median			I.D.	--
25th Percentile			I.D.	--
75th Percentile			I.D.	--
Percentile Rank			--	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Recreation Assistant

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Paramount	Recreation Assistant	\$ 18.72	\$ 22.75	21.5%
Bellflower	Recreation Specialist	\$ 13.18	\$ 16.02	21.5%
Bell Gardens				
Cerritos				
La Mirada				
Lakewood				
Lynwood				
Monterey Park				
Pico Rivera	No Comparable Class			
Rosemead				
San Gabriel	No Comparable Class			
Santa Fe Springs	No Comparable Class			
South Gate	No Comparable Class			
Paramount Rank		--	Market Value	Percent +/-
Coefficient of Variance		I.D.		
Number of Observations		1		
Variability				
Labor Market Mean			I.D.	--
Labor Market Median			I.D.	--
25th Percentile			I.D.	--
75th Percentile			I.D.	--
Percentile Rank			--	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Recreation Facilities Aide

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Lakewood	Center Event Specialist		\$ 18.53	
Lynwood	Laborer (Recreation Facilities)	\$ 14.00	\$ 17.01	21.5%
Cerritos	Facility Assistant II	\$ 13.20	\$ 16.71	26.6%
Pico Rivera	Recreation Aide	\$ 14.16	\$ 15.90	12.3%
La Mirada	Recreation Aide	\$ 13.00	\$ 15.07	15.9%
Paramount	Recreation Facilities Aide	\$ 11.50	\$ 13.97	21.5%
Bell Gardens	No Comparable Class			
Bellflower	No Comparable Class			
Monterey Park	No Comparable Class			
Rosemead	No Comparable Class			
San Gabriel	No Comparable Class			
Santa Fe Springs	No Comparable Class			
South Gate	No Comparable Class			
Paramount Rank		6/6	Market Value	Percent +/-
Coefficient of Variance		8%		
Number of Observations		5		
Variability		Low		
Labor Market Mean			\$ 16.64	-19.15%
Labor Market Median			\$ 16.71	-19.61%
25th Percentile			\$ 15.90	-13.82%
75th Percentile			\$ 17.01	-21.76%
Percentile Rank			0	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Recreation Leader

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
South Gate	Recreation Leader III	\$ 16.94	\$ 20.59	21.5%
San Gabriel	Recreation Leader	\$ 14.70	\$ 17.87	21.6%
Pico Rivera	Recreation Leader III	\$ 13.70	\$ 17.75	29.6%
Lakewood	Recreation Leader III		\$ 17.54	
Santa Fe Springs	Community Services Lead II	\$ 14.00	\$ 16.98	21.3%
Cerritos	Recreation Leader II	\$ 13.20	\$ 16.71	26.6%
La Mirada	Recreation Leader	\$ 14.21	\$ 16.47	15.9%
Rosemead	Recreation Leader	\$ 13.11	\$ 15.93	21.5%
Lynwood	Recreation Leader	\$ 14.00	\$ 15.74	12.4%
Monterey Park	Recreation Leader	\$ 14.00	\$ 15.45	10.4%
Bellflower	Recreation Leader II	\$ 13.00	\$ 13.79	6.1%
Paramount	Recreation Leader	\$ 11.05	\$ 13.43	21.5%
Bell Gardens	Recreation Leader III			
Paramount Rank		12/12	Market Value	Percent +/-
Coefficient of Variance		10%		
Number of Observations		11		
Variability		Moderate		
Labor Market Mean			\$ 16.80	-25.11%
Labor Market Median			\$ 16.71	-24.42%
25th Percentile			\$ 15.84	-17.91%
75th Percentile			\$ 17.65	-31.40%
Percentile Rank			0	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Senior Recreation Leader

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Pico Rivera	Recreation Leader IV	\$ 18.18	\$ 23.21	27.7%
La Mirada	Senior Recreation Leader II	\$ 18.04	\$ 22.85	26.7%
South Gate	Recreation Leader IV	\$ 18.63	\$ 22.65	21.6%
Santa Fe Springs	Community Services Lead III	\$ 17.86	\$ 22.12	23.9%
Cerritos	Recreation Leader IV	\$ 15.48	\$ 19.56	26.4%
Lakewood	Recreation Leader IV		\$ 19.45	
Lynwood	Recreation Specialist/Instructor	\$ 15.35	\$ 18.66	21.6%
Rosemead	Senior Recreation Leader	\$ 15.17	\$ 18.44	21.6%
San Gabriel	Senior Recreation Leader	\$ 15.00	\$ 18.23	21.5%
Bellflower	Senior Recreation Leader	\$ 14.41	\$ 17.52	21.6%
Monterey Park	Senior Recreation Leader	\$ 14.83	\$ 16.37	10.4%
Paramount	Senior Recreation Leader	\$ 13.35	\$ 16.22	21.5%
Bell Gardens	Recreation Leader IV			
Paramount Rank		12/12	Market Value	Percent +/-
Coefficient of Variance		12%		
Number of Observations		11		
Variability		Moderate		
Labor Market Mean			\$ 19.91	-22.78%
Labor Market Median			\$ 19.45	-19.90%
25th Percentile			\$ 18.34	-13.04%
75th Percentile			\$ 22.38	-38.00%
Percentile Rank			0	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Social Media Aide

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Santa Fe Springs	Public Affairs Assistant	\$ 17.70	\$ 21.93	23.9%
Paramount	Social Media Aide	\$ 11.05	\$ 13.43	21.5%
Bell Gardens	No Comparable Class			
Bellflower	No Comparable Class			
Cerritos	No Comparable Class			
La Mirada	No Comparable Class			
Lakewood	No Comparable Class			
Lynwood	No Comparable Class			
Monterey Park	No Comparable Class			
Pico Rivera	No Comparable Class			
Rosemead	No Comparable Class			
San Gabriel	No Comparable Class			
South Gate	No Comparable Class			
Paramount Rank		--	Market Value	Percent +/-
Coefficient of Variance		I.D.		
Number of Observations		1		
Variability				
Labor Market Mean			I.D.	--
Labor Market Median			I.D.	--
25th Percentile			I.D.	--
75th Percentile			I.D.	--
Percentile Rank			--	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

STAR Program Assistant

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Paramount	STAR Program Assistant	\$ 19.09	\$ 23.19	21.5%
Bell Gardens	No Comparable Class			
Bellflower	No Comparable Class			
Cerritos	No Comparable Class			
La Mirada	No Comparable Class			
Lakewood	No Comparable Class			
Lynwood	No Comparable Class			
Monterey Park	No Comparable Class			
Pico Rivera	No Comparable Class			
Rosemead	No Comparable Class			
San Gabriel	No Comparable Class			
Santa Fe Springs	No Comparable Class			
South Gate	No Comparable Class			
Paramount Rank		--	Market Value	Percent +/-
Coefficient of Variance		I.D.		
Number of Observations		0		
Variability				
Labor Market Mean			I.D.	--
Labor Market Median			I.D.	--
25th Percentile			I.D.	--
75th Percentile			I.D.	--
Percentile Rank			--	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

STAR Program Coordinator

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Pico Rivera	No Comparable Class			
Lakewood	No Comparable Class			
San Gabriel	No Comparable Class			
Bell Gardens	No Comparable Class			
Paramount	STAR Program Coordinator	\$ 15.49	\$ 18.82	21.5%
Bellflower	No Comparable Class			
Cerritos	No Comparable Class			
La Mirada	No Comparable Class			
Lynwood	No Comparable Class			
Monterey Park	No Comparable Class			
Rosemead	No Comparable Class			
Santa Fe Springs	No Comparable Class			
South Gate	No Comparable Class			
Paramount Rank		--	Market Value	Percent +/-
Coefficient of Variance		I.D.		
Number of Observations		0		
Variability				
Labor Market Mean			I.D.	--
Labor Market Median			I.D.	--
25th Percentile			I.D.	--
75th Percentile			I.D.	--
Percentile Rank			--	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

STAR Program Leader

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
San Gabriel	No Comparable Class			
Pico Rivera	No Comparable Class			
Lakewood	No Comparable Class			
Paramount	STAR Program Leader	\$ 12.33	\$ 14.99	21.6%
Bell Gardens	No Comparable Class			
Bellflower	No Comparable Class			
Cerritos	No Comparable Class			
La Mirada	No Comparable Class			
Lynwood	No Comparable Class			
Monterey Park	No Comparable Class			
Rosemead	No Comparable Class			
Santa Fe Springs	No Comparable Class			
South Gate	No Comparable Class			
Paramount Rank		--	Market Value	Percent +/-
Coefficient of Variance		I.D.		
Number of Observations		0		
Variability				
Labor Market Mean			I.D.	--
Labor Market Median			I.D.	--
25th Percentile			I.D.	--
75th Percentile			I.D.	--
Percentile Rank			--	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

STAR Senior Program Leader

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Pico Rivera	No Comparable Class			
Lakewood	No Comparable Class			
San Gabriel	No Comparable Class			
Paramount	STAR Senior Program Leader	\$ 13.48	\$ 16.38	21.5%
Bell Gardens	No Comparable Class			
Bellflower	No Comparable Class			
Cerritos	No Comparable Class			
La Mirada	No Comparable Class			
Lynwood	No Comparable Class			
Monterey Park	No Comparable Class			
Rosemead	No Comparable Class			
Santa Fe Springs	No Comparable Class			
South Gate	No Comparable Class			
Paramount Rank		--	Market Value	Percent +/-
Coefficient of Variance		I.D.		
Number of Observations		0		
Variability				
Labor Market Mean			I.D.	--
Labor Market Median			I.D.	--
25th Percentile			I.D.	--
75th Percentile			I.D.	--
Percentile Rank			--	

**PARAMOUNT
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Water Operator Aide

Agency	Comparable Class Title	Minimum	C.P./Max	Spread
Pico Rivera	Maintenance Aide	\$ 14.16	\$ 21.28	50.3%
South Gate	Maintenance Helper		\$ 19.76	
Cerritos	Public Works Intern	\$ 15.48	\$ 19.56	26.4%
Lynwood	Maintenance Worker	\$ 14.00	\$ 17.12	22.3%
Santa Fe Springs	Public Works Aide	\$ 14.00	\$ 16.09	15.0%
Paramount	Water Operator Aide	\$ 12.70	\$ 15.44	21.6%
Bell Gardens	No Comparable Class			
Bellflower	No Comparable Class			
La Mirada	No Comparable Class			
Lakewood	No Comparable Class			
Monterey Park	No Comparable Class			
Rosemead	No Comparable Class			
San Gabriel	No Comparable Class			
Paramount Rank		6/6	Market Value	Percent +/-
Coefficient of Variance		11%		
Number of Observations		5		
Variability		Moderate		
Labor Market Mean			\$ 18.76	-21.52%
Labor Market Median			\$ 19.56	-26.68%
25th Percentile			\$ 17.12	-10.88%
75th Percentile			\$ 19.76	-27.98%
Percentile Rank			0	

Paramount
Labor Market Summary - Median Total Compensation

Class Title	# of Obs.	Base	Base + Cash	Gain/ Loss	Base + Cash + Insurance	Gain/ Loss	Total Gain/ Loss	Total Comp (Cash + Ins. + Ret.)	Gain/ Loss	Total Gain/ Loss
Administrative Assistant	12	-6.0%	-6.0%	0.0%	-6.7%	-0.7%	-0.8%	1.5%	8.2%	7.4%
Assistant City Manager	9	-3.6%	1.5%	5.1%	-0.4%	-1.9%	3.2%	9.6%	9.9%	13.1%
Assistant Community Services and Recreation Director	3	-12.2%	-12.4%	-0.3%	-8.1%	4.3%	4.1%	6.7%	14.8%	18.8%
Assistant Finance Director	11	-14.1%	-12.4%	1.7%	-10.8%	1.6%	3.3%	-5.5%	5.3%	8.6%
Assistant Planning Director	7	-3.3%	-1.3%	1.9%	-1.4%	0.0%	1.9%	6.7%	8.1%	10.0%
Assistant Public Safety Director	0									
Assistant Public Works Director	5	-15.2%	-16.7%	-1.5%	-14.2%	2.6%	1.0%	-9.1%	5.1%	6.1%
Associate Planner	12	-18.0%	-17.6%	0.4%	-17.3%	0.4%	0.7%	-7.0%	10.2%	11.0%
Building and Safety Inspector	6	3.2%	7.3%	4.1%	4.8%	-2.5%	1.6%	13.6%	8.8%	10.4%
Building and Safety Manager	5	-22.9%	-22.7%	0.2%	-17.3%	5.4%	5.6%	-11.1%	6.1%	11.7%
Building Permit Technician	8	2.8%	3.1%	0.2%	3.4%	0.3%	0.5%	-0.6%	-4.0%	-3.5%
City Attorney	1									
City Clerk	9	0.0%	-3.8%	-3.8%	-3.0%	0.8%	-3.0%	8.5%	11.5%	8.5%
Code Enforcement Officer	12	-19.4%	-22.9%	-3.6%	-18.5%	4.4%	0.9%	-11.1%	7.4%	8.3%
Community Service Officer	11	-0.8%	-0.9%	0.0%	-1.2%	-0.3%	-0.4%	3.5%	4.7%	4.4%
Community Service Officer Supervisor	2									
Community Services & Recreation Supervisor	12	-15.9%	-17.2%	-1.3%	-16.7%	0.5%	-0.7%	-5.4%	11.2%	10.5%
Community Services and Recreation Director	12	-10.8%	-7.7%	3.2%	-8.8%	-1.1%	2.0%	-1.5%	7.4%	9.4%
Executive Assistant	12	-7.8%	-4.8%	3.0%	-10.1%	-5.2%	-2.2%	-4.0%	6.1%	3.9%
Finance Director	11	-15.6%	-13.6%	1.9%	-12.2%	1.4%	3.3%	-10.2%	2.0%	5.3%
Finance Supervisor	1									
Finance Technician	12	-0.1%	1.1%	1.2%	-0.4%	-1.5%	-0.3%	6.7%	7.1%	6.8%
Graphic Artist / Social Media Coordinator	5	-13.2%	-9.0%	4.2%	-12.3%	-3.3%	0.9%	-11.8%	0.5%	1.4%
Human Resources Manager	8	-23.1%	-23.9%	-0.8%	-21.2%	2.7%	1.9%	-6.7%	14.5%	16.4%
Information Technology (IT) Analyst I	6	-36.5%	-34.1%	2.3%	-27.2%	6.9%	9.3%	-30.3%	-3.0%	6.2%
Information Technology (IT) Manager	2									
Maintenance Supervisor	10	-18.3%	-20.3%	-2.0%	-16.2%	4.1%	2.1%	-12.6%	3.5%	5.6%
Maintenance Worker	12	-5.1%	-6.8%	-1.7%	-6.8%	0.0%	-1.7%	1.4%	8.2%	6.5%
Management Analyst	11	-8.3%	-6.8%	1.5%	-7.8%	-1.1%	0.4%	2.5%	10.3%	10.7%
Management Analyst II	10	-11.3%	-12.9%	-1.6%	-14.9%	-2.0%	-3.6%	-2.1%	12.7%	9.2%
Office Assistant II	10	7.5%	7.6%	0.2%	1.1%	-6.6%	-6.4%	14.6%	13.6%	7.2%
Parking Control Officer	11	1.5%	0.1%	-1.3%	-1.0%	-1.1%	-2.5%	3.5%	4.5%	2.1%
Payroll Technician	12	-8.2%	-5.9%	2.3%	-7.1%	-1.2%	1.1%	1.1%	8.2%	9.3%
Planning Director	11	-13.7%	-10.7%	3.0%	-13.4%	-2.7%	0.3%	-10.6%	2.8%	3.1%
Public Information Officer	8	-6.2%	-4.9%	1.3%	-5.6%	-0.7%	0.6%	-1.6%	4.0%	4.6%
Public Safety Director	6	5.0%	5.7%	0.7%	3.6%	-2.0%	-1.4%	11.3%	7.7%	6.3%
Public Works Director	12	-18.7%	-18.2%	0.5%	-16.7%	1.5%	2.0%	-12.5%	4.2%	6.3%
Public Works Manager	6	-15.6%	-15.8%	-0.2%	-18.0%	-2.2%	-2.5%	-4.3%	13.7%	11.2%
Public Works Operations Manager	8	-17.1%	-11.4%	5.7%	-15.2%	-3.8%	1.8%	0.2%	15.5%	17.3%
Recreation Specialist	7	10.5%	10.6%	0.2%	7.3%	-3.3%	-3.1%	16.8%	9.4%	6.3%
Senior Accountant	10	-9.5%	-10.0%	-0.5%	-7.5%	2.5%	2.0%	-2.4%	5.1%	7.1%
Senior Code Enforcement Officer	6									
Senior Maintenance Worker	12	-14.4%	-13.6%	0.8%	-12.6%	1.0%	1.8%	-2.9%	9.6%	11.5%
Senior Services Program Supervisor	11	-1.0%	-1.3%	-0.2%	-0.2%	1.1%	0.8%	3.4%	3.6%	4.5%
Senior Water Operator	7	-20.7%	-19.5%	1.2%	-17.1%	2.5%	3.6%	-12.4%	4.6%	8.3%
Warehouse Attendant	4	13.1%	15.0%	1.8%	11.1%	-3.9%	-2.1%	21.2%	10.2%	8.1%
Water Operator	7	-18.8%	-17.6%	1.2%	-14.3%	3.3%	4.5%	-8.1%	6.2%	10.7%
Water Superintendent	2									
Water Supervisor	7	-22.0%	-21.5%	0.5%	-17.3%	4.2%	4.7%	-17.3%	0.0%	4.7%
Average		-9.6%	-8.9%	0.7%	-8.8%	0.1%	0.8%	-1.6%	7.1%	8.0%

Key to Headers on Benefit Data Sheets
Survey Class - The City's survey job title
Survey Agency - The survey agencies used in the survey sorted alphabetically
Comparable Class - The job title determined to be comparable to the City's job classification
Range Max. - The maximum (top step) monthly base salary (not including longevity or performance pay)
Long. - Longevity pay; additional base salary for years of service, the maximum level in monthly dollars
Uniform - Monthly cost of uniform allowances paid for some job classifications
Education Incentive - Additional pay for a degree or certification
Other Cash - Other benefits such as child care, flexible/cafeteria payments, or discretionary incentives
HSA - Employer contributions to a health savings account
Def. Comp. - Deferred Compensation; employer paid deferred compensation contributions (including matching contributions); monthly dollars
Retirement Pickup - Retirement contributions paid by the employer on behalf of employee
Base + Cash - The cumulative total of Base Salary and Cash Benefits
Health - The maximum monthly health insurance benefit paid by the employer for EE+2 (family) coverage, not including rarely used plans
Dental - The maximum monthly dental insurance benefit paid by the employer for EE+2 (family) coverage, not including rarely used plans
Vision - The maximum monthly vision benefit paid by the employer for EE+2 (if applicable), not including rarely used plans
Life - The employer cost for life insurance benefits provided to employees
LTD - The employer cost for Long Term Disability benefits
Base + Cash + Ins. - The cumulative total of Base Salary, Cash Benefits, and Insurance Benefits
Emp. Ret. - The monthly cost of Employer Retirement (normal cost and unfunded actuarial liability) for classic tier (in effect December 2012)
EE Cont to ER - The monthly cost of additional retirement contributions made by the employee towards the employer costs for classic tier (in effect December 2012)
Ret. Form. - The retirement formula for the classic tier (in effect December 2012)
FICA - Employer social security contributions for those agencies participating in social security (6.2% of salary capped at \$142,800 per year)
Base + Cash + Ins. + Ret. - The cumulative total of Base Salary, Cash Benefits, Insurance Benefits, and Retirement Benefits
Statistics
Mean/%+/-: The average of the survey data; the percentage above or below the mean
Median/%+/-: This statistic represents the middle of the labor market. As such, half of the data is above the median and half is below the median.
75th Percentile/%+/-: This measurement is similar to the median except a different percentage of data is above a specific point in the ranking and the balance of data is below this point (i.e., for the 75th percentile, 25% of the data is above this point and 75% is below). The percentiles are calculated using an Excel spreadsheet function.
%+/- The percent above/below the referenced statistic with negative numbers indicating the City is below the market statistic.
Gain/Loss - The percentage gain/loss from each subtotal to the prior subtotal.

**Paramount
Administrative Assistant**

			Cash Supplements								Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Other Cash	HSA	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Bellflower	Executive Assistant II	\$5,569						\$223		\$5,792	\$1,475	\$159	\$27	\$11	\$25	\$7,488
Lakewood	Administrative Secretary	\$5,911	\$148						\$222	\$6,280	\$1,284	inc	\$18	inc	\$46	\$7,628
Lynwood	Executive Assistant	\$6,192	\$310		\$250					\$6,752	\$1,128	\$147	\$12	\$13	\$14	\$8,066
Cerritos	Department Secretary	\$5,825								\$5,825	\$1,979	\$120	\$21	\$0		\$7,946
Bell Gardens	Secretary	\$4,382	\$250		\$150					\$4,782	\$2,857	inc	inc			\$7,639
South Gate	Senior Secretary	\$5,561	\$167			\$6		\$100		\$5,834	\$1,742	\$78	\$18	\$10		\$7,682
Santa Fe Springs	Administrative Assistant II	\$4,457	\$312					\$67		\$4,836	\$1,650		\$54	\$0	\$30	\$6,571
La Mirada	Department Secretary	\$5,143				\$58		\$67		\$5,268	\$2,694	\$177	\$32	\$16	\$36	\$8,223
Pico Rivera	Executive Assistant	\$6,790	\$83					\$42		\$6,915	\$1,742					\$8,657
Monterey Park	Administrative Secretary	\$5,395	\$350		\$110			\$108		\$5,963	\$1,350	\$100	\$30			\$7,443
San Gabriel	Executive Assistant	\$5,182								\$5,182	\$1,568	inc	inc	\$15	\$45	\$6,810
Rosemead	Administrative Assistant	\$4,918								\$4,918	\$1,700	inc	inc	\$36	\$42	\$6,696
Paramount	Administrative Assistant	\$5,170							\$310	\$5,480	\$1,480	\$141	\$21	\$11	\$19	\$7,153
	Average	\$5,444								\$5,696						\$7,571
	% +/-	-5.3%								-3.9%						-5.8%
	Median	\$5,478								\$5,808						\$7,633
	% +/-	-6.0%								-6.0%						-6.7%
	75th Percenile	\$5,847								\$6,043						\$7,976
	% +/-	-13.1%								-10.3%						-11.5%

Median Gain/Loss

-0.0%

-0.7%

**Paramount
Administrative Assistant**

		Retirement Benefits					Retirement Health		Leave Benefits (Hrs/Month)				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Futer ER Contrib.	Hol	Sick	Admin	Vac Max	Total Leave
Bellflower	Executive Assistant II	\$1,761		2%@55	\$345	\$9,595		\$1,475	8	8		17	33
Lakewood	Administrative Secretary	\$1,340		2%@55		\$8,968		\$670	8	8		14	30
Lynwood	Executive Assistant	\$3,614		3%@60		\$11,680			11	8		13	32
Cerritos	Department Secretary	\$2,624		2%@60		\$10,569		\$1,979	8	8		15	31
Bell Gardens	Secretary	\$497		2%@55		\$8,136			9	8		13	31
South Gate	Senior Secretary	\$1,707		2.7%@55		\$9,389		\$150	11	10	5	13	39
Santa Fe Springs	Administrative Assistant II	\$3,377		2%@55		\$9,948		\$1,650	9	8		14	31
La Mirada	Department Secretary	\$579		2%@55		\$8,801		\$2,694	9	6		13	28
Pico Rivera	Executive Assistant	\$2,333		2%@60		\$10,989		\$143	7	9	5	17	38
Monterey Park	Administrative Secretary	\$2,026		2.7%@55		\$9,470		\$143	10	7	3	17	37
San Gabriel	Executive Assistant	\$510		2%@60		\$7,320		\$1,937	9	8		13	30
Rosemead	Administrative Assistant	\$581		2%@55	\$305	\$7,582		\$143	9	10		13	33
Paramount	Administrative Assistant	\$2,419		2.5%@55		\$9,572		\$1,480	8	8		13	29
	Average					\$9,371							32.7
	% +/-					2.1%							-11.6%
	Median					\$9,429							31.7
	% +/-					1.5%							-8.0%
	75th Percenile					\$10,103							33.8
	% +/-					-5.6%							-15.1%

8.2%

Paramount Administrative Assistant		Other Benefits				
Survey Agency	Comparable Class	Vac - Annual Cashout	Vac - Retire Cashout	Tuition Reimb	Auto	Tech
Bellflower	Executive Assistant II		320	\$208		
Lakewood	Administrative Secretary		240	\$125		
Lynwood	Executive Assistant	40	550	\$125		
Cerritos	Department Secretary	40	352	\$233		
Bell Gardens	Secretary	80		\$167		
South Gate	Senior Secretary	40	300	\$250		
Santa Fe Springs	Administrative Assistant II	52	240	\$167		
La Mirada	Department Secretary	80	350	\$208		\$40
Pico Rivera	Executive Assistant	200	320	\$438		
Monterey Park	Administrative Secretary	120	500	\$292		
San Gabriel	Executive Assistant	40	360	\$416		
Rosemead	Administrative Assistant	40	320	\$417		
Paramount	Administrative Assistant		240	\$167		
	Average % +/-					
	Median % +/-					
	75th Percenile % +/-					

**Paramount
Assistant City Manager**

			Cash Supplements								Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Other Cash	HSA	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Bellflower	No Comparable Class															
Lakewood	Deputy City Manager	\$16,787	\$420						\$630	\$17,836	\$1,284	inc	\$18	inc	\$129	\$19,268
Lynwood	Assistant City Manager	\$13,750	\$688		\$400					\$14,838	\$1,128	\$117	\$10	\$13	\$32	\$16,138
Cerritos	Assistant City Manager	\$13,184								\$13,184	\$1,979	\$120	\$21	\$0		\$15,305
Bell Gardens	Assistant City Manager	\$17,406	\$250		\$200					\$17,856	\$2,857	inc	inc			\$20,713
South Gate	No Comparable Class															
Santa Fe Springs	No Comparable Class															
La Mirada	Assistant City Manager	\$15,831				\$58		\$67		\$15,956	\$2,694	\$177	\$32	\$49	\$111	\$19,020
Pico Rivera	Assistant City Manager	\$16,031	\$641						\$641	\$17,313	\$1,742					\$19,055
Monterey Park	Assistant City Manager	\$15,833	\$350		\$175			\$108		\$16,467	\$1,375	\$130	\$30			\$18,002
San Gabriel	Assistant City Manager	\$15,648								\$15,648	\$1,568	inc	inc	\$92	\$136	\$17,444
Rosemead	Assistant City Manager	\$14,921								\$14,921	\$1,700	inc	inc	\$36	\$128	\$16,785
Paramount	Assistant City Manager	\$15,287							\$917	\$16,204	\$1,480	\$141	\$21	\$32	\$56	\$17,935
	Average	\$15,488								\$16,002						\$17,970
	% +/-	-1.3%								1.2%						-0.2%
	Median	\$15,831								\$15,956						\$18,002
	% +/-	-3.6%								1.5%						-0.4%
	75th Percenile	\$16,031								\$17,313						\$19,055
	% +/-	-4.9%								-6.8%						-6.2%

Median Gain/Loss

5.1%

-1.9%

**Paramount
Assistant City Manager**

		Retirement Benefits					Retirement Health		Leave Benefits (Hrs/Month)				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Futer ER Contrib.	Hol	Sick	Admin	Vac Max	Total Leave
Bellflower	No Comparable Class												
Lakewood	Deputy City Manager	\$3,806		2% @55		\$23,073		\$670	8	8	5	14	35
Lynwood	Assistant City Manager	\$8,025		3% @60		\$24,163			11	8	6	13	38
Cerritos	Assistant City Manager	\$5,938		2% @60		\$21,243		\$1,979	8	8		15	31
Bell Gardens	Assistant City Manager	\$1,976		2% @55		\$22,688			9	8	7	13	37
South Gate	No Comparable Class												
Santa Fe Springs	No Comparable Class												
La Mirada	Assistant City Manager	\$1,781		2% @55		\$20,800		\$2,694	9	6	5	13	33
Pico Rivera	Assistant City Manager	\$5,507		2% @60		\$24,562	\$160	\$143	7	9	7	14	37
Monterey Park	Assistant City Manager	\$5,947		2.7% @55		\$23,949		\$143	10	7	7	17	40
San Gabriel	Assistant City Manager	\$1,539		2% @60		\$18,982		\$1,937	9	8	5	13	35
Rosemead	Assistant City Manager	\$1,762		2% @55	\$738	\$19,285		\$143	9	10	7	13	39
Paramount	Assistant City Manager	\$7,153		2.5% @55		\$25,088		\$1,480	8	8	3	13	33
	Average					\$22,083							36.2
	% +/-					12.0%							-10.7%
	Median					\$22,688							36.8
	% +/-					9.6%							-12.5%
	75th Percenile					\$23,949							37.8
	% +/-					4.5%							-15.8%

9.9%

**Paramount
Assistant City Manager**

Other Benefits

Survey Agency	Comparable Class	Vac - Annual Cashout	Vac - Retire Cashout	Tuition Reimb	Auto	Tech
Bellflower	No Comparable Class					
Lakewood	Deputy City Manager		160			
Lynwood	Assistant City Manager	100	550	\$250	\$500	
Cerritos	Assistant City Manager	40	352	\$233	\$400	
Bell Gardens	Assistant City Manager	80		\$167	\$650	\$250
South Gate	No Comparable Class					
Santa Fe Springs	No Comparable Class					
La Mirada	Assistant City Manager	80	350	\$208		\$40
Pico Rivera	Assistant City Manager	200	320	\$438	\$500	\$150
Monterey Park	Assistant City Manager	120	500	\$333		
San Gabriel	Assistant City Manager	40	360	\$416	\$488	
Rosemead	Assistant City Manager	40	320	\$417	\$500	
Paramount	Assistant City Manager		240	\$167	\$350	\$20
	Average					
	% +/-					
	Median					
	% +/-					
	75th Percenile					
	% +/-					

Paramount
Assistant Community Services and Recreation Director

Assistant Community Services and Recreation Director			Cash Supplements								Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Other Cash	HSA	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Bellflower	No Comparable Class															
Lakewood	Asst Dir of Recreation & Community Svcs	\$10,989	\$275						\$412	\$11,676	\$1,284	inc	\$18	inc	\$85	\$13,063
Lynwood	Deputy Director of Rec & Community Svcs	\$11,454	\$573		\$400					\$12,427	\$1,128	\$117	\$10	\$13	\$26	\$13,722
Cerritos	No Comparable Class															
Bell Gardens	No Comparable Class															
South Gate	Deputy Director of Parks & Recreation	\$8,972				\$5		\$100		\$9,077	\$1,742	\$38	\$18	\$20		\$10,895
Santa Fe Springs	No Comparable Class															
La Mirada	No Comparable Class															
Pico Rivera	No Comparable Class															
Monterey Park	No Comparable Class															
San Gabriel	No Comparable Class															
Rosemead	No Comparable Class															
Paramount	Assistant Community Services and Recreation	\$9,798							\$588	\$10,386	\$1,480	\$141	\$21	\$21	\$36	\$12,085
	Average	\$10,472								\$11,060						\$12,560
	% +/-	-6.9%								-6.5%						-3.9%
	Median	\$10,989								\$11,676						\$13,063
	% +/-	-12.2%								-12.4%						-8.1%
	75th Percenile	\$11,222								\$12,051						\$13,392
	% +/-	-14.5%								-16.0%						-10.8%

Median Gain/Loss

-0.3%

4.3%

Paramount

Assistant Community Services and Recreation Director

		Retirement Benefits					Retirement Health		Leave Benefits (Hrs/Month)				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Futer ER Contrib.	Hol	Sick	Admin	Vac Max	Total Leave
Bellflower	No Comparable Class												
Lakewood	Asst Dir of Recreation & Community Svcs	\$2,491		2% @55		\$15,554		\$670	8	8	4	14	34
Lynwood	Deputy Director of Rec & Community Svcs	\$6,685		3% @60		\$20,407			11	8	6	13	38
Cerritos	No Comparable Class												
Bell Gardens	No Comparable Class												
South Gate	Deputy Director of Parks & Recreation	\$2,754		2.7% @55		\$13,649		\$150	11	10	7	13	41
Santa Fe Springs	No Comparable Class												
La Mirada	No Comparable Class												
Pico Rivera	No Comparable Class												
Monterey Park	No Comparable Class												
San Gabriel	No Comparable Class												
Rosemead	No Comparable Class												
Paramount	Assistant Community Services and Recreation	\$4,585		2.5% @55		\$16,669		\$1,480	8	8		13	29
	Average					\$16,537							37.6
	% +/-					0.8%							-28.1%
	Median					\$15,554							37.8
	% +/-					6.7%							-29.0%
	75th Percenile					\$17,980							39.3
	% +/-					-7.9%							-34.1%

14.8%

Paramount Assistant Community Services and Recreation Director		Other Benefits				
Survey Agency	Comparable Class	Vac - Annual Cashout	Vac - Retire Cashout	Tuition Reimb	Auto	Tech
Bellflower	No Comparable Class					
Lakewood	Asst Dir of Recreation & Community Svcs		270		\$245	
Lynwood	Deputy Director of Rec & Community Svcs	100	550	\$250	\$500	
Cerritos	No Comparable Class					
Bell Gardens	No Comparable Class					
South Gate	Deputy Director of Parks & Recreation	40	300	\$250	\$400	\$100
Santa Fe Springs	No Comparable Class					
La Mirada	No Comparable Class					
Pico Rivera	No Comparable Class					
Monterey Park	No Comparable Class					
San Gabriel	No Comparable Class					
Rosemead	No Comparable Class					
Paramount	Assistant Community Services and Recreation		240	\$167		\$20
	Average					
	% +/-					
	Median					
	% +/-					
	75th Percenile					
	% +/-					

**Paramount
Assistant Finance Director**

			Cash Supplements								Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Other Cash	HSA	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Bellflower	Finance Manager	\$11,178						\$447		\$11,625	\$1,475	\$159	\$27	\$23	\$49	\$13,358
Lakewood	Assistant Director of Finance & Admin Svcs	\$10,989	\$275						\$412	\$11,676	\$1,284	inc	\$18	inc	\$85	\$13,063
Lynwood	Deputy Director of Finance	\$11,250	\$563		\$400					\$12,213	\$1,128	\$117	\$10	\$13	\$26	\$13,507
Cerritos	Finance Manager	\$11,947								\$11,947	\$1,979	\$120	\$21	\$0		\$14,068
Bell Gardens	Accounting Manager	\$8,537	\$250		\$200					\$8,987	\$2,857	inc	inc			\$11,844
South Gate	Deputy Director of Admin Svcs/Finance	\$11,465				\$5		\$100		\$11,570	\$1,742	\$38	\$18	\$20		\$13,388
Santa Fe Springs	Finance Manager	\$10,797	\$756					\$324		\$11,877	\$1,650		\$71	\$0	\$73	\$13,671
La Mirada	No Comparable Class															
Pico Rivera	Deputy Director of Finance	\$11,785	\$471						\$471	\$12,728	\$1,742					\$14,469
Monterey Park	Financial Services Manager	\$12,518	\$350		\$110			\$108		\$13,086	\$1,350	\$100	\$30			\$14,566
San Gabriel	Assistant Finance Director	\$11,098								\$11,098	\$1,568	inc	inc	\$32	\$97	\$12,795
Rosemead	Finance Manager	\$9,737								\$9,737	\$1,700	inc	inc	\$36	\$84	\$11,556
Paramount	Assistant Finance Director	\$9,798							\$588	\$10,386	\$1,480	\$141	\$21	\$21	\$36	\$12,085
	Average	\$11,027								\$11,504						\$13,299
	% +/-	-12.5%								-10.8%						-10.0%
	Median	\$11,178								\$11,676						\$13,388
	% +/-	-14.1%								-12.4%						-10.8%
	75th Percenile	\$11,625								\$12,080						\$13,870
	% +/-	-18.6%								-16.3%						-14.8%

Median Gain/Loss

1.7%

1.6%

**Paramount
Assistant Finance Director**

		Retirement Benefits					Retirement Health		Leave Benefits (Hrs/Month)				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Futer ER Contrib.	Hol	Sick	Admin	Vac Max	Total Leave
Bellflower	Finance Manager	\$3,535		2% @55	\$693	\$17,586		\$1,475	8	8	7	17	39
Lakewood	Assistant Director of Finance & Admin Svcs	\$2,491		2% @55		\$15,554		\$670	8	8	4	14	34
Lynwood	Deputy Director of Finance	\$6,566		3% @60		\$20,073			11	8	6	13	38
Cerritos	Finance Manager	\$5,381		2% @60		\$19,449		\$1,979	8	8		15	31
Bell Gardens	Accounting Manager	\$969		2% @55		\$12,813			9	8	3	13	34
South Gate	Deputy Director of Admin Svcs/Finance	\$3,520		2.7% @55		\$16,907		\$150	11	10	7	13	41
Santa Fe Springs	Finance Manager	\$8,179		2% @55		\$21,850		\$1,650	9	8		14	31
La Mirada	No Comparable Class												
Pico Rivera	Deputy Director of Finance	\$4,049		2% @60		\$18,518	\$118	\$143	7	9	7	14	37
Monterey Park	Financial Services Manager	\$4,702		2.7% @55		\$19,268		\$143	10	7	3	17	37
San Gabriel	Assistant Finance Director	\$1,091		2% @60		\$13,886		\$1,937	9	8	3	13	33
Rosemead	Finance Manager	\$1,150		2% @55	\$604	\$13,310		\$143	9	10	5	13	38
Paramount	Assistant Finance Director	\$4,585		2.5% @55		\$16,669		\$1,480	8	8		13	29
	Average					\$17,201							35.7
	% +/-					-3.2%							-21.7%
	Median					\$17,586							36.8
	% +/-					-5.5%							-25.3%
	75th Percenile					\$19,359							37.7
	% +/-					-16.1%							-28.4%

5.3%

Paramount Assistant Finance Director		Other Benefits				
Survey Agency	Comparable Class	Vac - Annual Cashout	Vac - Retire Cashout	Tuition Reimb	Auto	Tech
Bellflower	Finance Manager		320	\$208		
Lakewood	Assistant Director of Finance & Admin Svcs		270		\$245	
Lynwood	Deputy Director of Finance	100	550	\$250	\$500	
Cerritos	Finance Manager	40	352	\$233	\$400	
Bell Gardens	Accounting Manager	80		\$167	\$325	\$125
South Gate	Deputy Director of Admin Svcs/Finance	40	300	\$250	\$400	\$100
Santa Fe Springs	Finance Manager	64	240	\$167		
La Mirada	No Comparable Class					
Pico Rivera	Deputy Director of Finance	200	320	\$438	\$400	\$150
Monterey Park	Financial Services Manager	120	500	\$292		
San Gabriel	Assistant Finance Director	40	360	\$416		
Rosemead	Finance Manager	40	320	\$417	\$300	
Paramount	Assistant Finance Director		240	\$167		\$20
	Average					
	% +/-					
	Median					
	% +/-					
	75th Percenile					
	% +/-					

**Paramount
Assistant Planning Director**

			Cash Supplements								Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Other Cash	HSA	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Bellflower	Planning Manager	\$10,119						\$405		\$10,524	\$1,475	\$159	\$27	\$20	\$45	\$12,249
Lakewood	Assistant Director of Community Development	\$10,989	\$275						\$412	\$11,676	\$1,284	inc	\$18	inc	\$85	\$13,063
Lynwood	No Comparable Class															
Cerritos	Planning Manager	\$9,567								\$9,567	\$1,979	\$120	\$21	\$0		\$11,688
Bell Gardens	City Planner	\$10,648	\$250		\$200					\$11,098	\$2,857	inc	inc			\$13,955
South Gate	No Comparable Class															
Santa Fe Springs	No Comparable Class															
La Mirada	No Comparable Class															
Pico Rivera	Dep Director of Community & Economic Dev	\$11,785	\$471						\$471	\$12,728	\$1,742					\$14,469
Monterey Park	No Comparable Class															
San Gabriel	Planning Manager	\$10,089								\$10,089	\$1,568	inc	inc	\$30	\$88	\$11,774
Rosemead	Planning & Economic Development Manager	\$9,714								\$9,714	\$1,700	inc	inc	\$36	\$84	\$11,533
Paramount	Assistant Planning Director	\$9,798							\$588	\$10,386	\$1,480	\$141	\$21	\$21	\$36	\$12,085
	Average	\$10,416								\$10,771						\$12,676
	% +/-	-6.3%								-3.7%						-4.9%
	Median	\$10,119								\$10,524						\$12,249
	% +/-	-3.3%								-1.3%						-1.4%
	75th Percenile	\$10,819								\$11,387						\$13,509
	% +/-	-10.4%								-9.6%						-11.8%

Median Gain/Loss

1.9%

-0.0%

**Paramount
Assistant Planning Director**

Survey Agency	Comparable Class	Retirement Benefits					Retirement Health		Leave Benefits (Hrs/Month)				
		Emp. Ret.	EE Cont to ER	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Futer ER Contrib.	Hol	Sick	Admin	Vac Max	Total Leave
Bellflower	Planning Manager	\$3,200		2% @ 55	\$627	\$16,077		\$1,475	8	8	7	17	39
Lakewood	Assistant Director of Community Development	\$2,491		2% @ 55		\$15,554		\$670	8	8	4	14	34
Lynwood	No Comparable Class												
Cerritos	Planning Manager	\$4,309		2% @ 60		\$15,997		\$1,979	8	8		15	31
Bell Gardens	City Planner	\$1,209		2% @ 55		\$15,163			9	8	3	13	34
South Gate	No Comparable Class												
Santa Fe Springs	No Comparable Class												
La Mirada	No Comparable Class												
Pico Rivera	Dep Director of Community & Economic Dev	\$4,049		2% @ 60		\$18,518	\$118	\$143	7	9	7	14	37
Monterey Park	No Comparable Class												
San Gabriel	Planning Manager	\$992		2% @ 60		\$12,766		\$1,937	9	8	3	13	33
Rosemead	Planning & Economic Development Manager	\$1,147		2% @ 55	\$602	\$13,283		\$143	9	10	5	13	38
Paramount	Assistant Planning Director	\$4,585		2.5% @ 55		\$16,669		\$1,480	8	8		13	29
	Average					\$15,337							35.1
	% +/-					8.0%							-19.6%
	Median					\$15,554							34.1
	% +/-					6.7%							-16.2%
	75th Percenile					\$16,037							37.1
	% +/-					3.8%							-26.6%

8.1%

**Paramount
Assistant Planning Director**

Other Benefits

Survey Agency	Comparable Class	Vac - Annual Cashout	Vac - Retire Cashout	Tuition Reimb	Auto	Tech
Bellflower	Planning Manager		320	\$208		
Lakewood	Assistant Director of Community Development		270		\$245	
Lynwood	No Comparable Class					
Cerritos	Planning Manager	40	352	\$233	\$400	
Bell Gardens	City Planner	80		\$167		
South Gate	No Comparable Class					
Santa Fe Springs	No Comparable Class					
La Mirada	No Comparable Class					
Pico Rivera	Dep Director of Community & Economic Dev	200	320	\$438	\$400	\$150
Monterey Park	No Comparable Class					
San Gabriel	Planning Manager	40	360	\$416		
Rosemead	Planning & Economic Development Manager	40	320	\$417	\$300	
Paramount	Assistant Planning Director		240	\$167		\$20
	Average					
	% +/-					
	Median					
	% +/-					
	75th Percenile					
	% +/-					

Paramount Assistant Public Safety Director			Cash Supplements								Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Other Cash	HSA	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Bellflower	No Comparable Class															
Lakewood	No Comparable Class															
Lynwood	No Comparable Class															
Cerritos	No Comparable Class															
Bell Gardens	No Comparable Class															
South Gate	No Comparable Class															
Santa Fe Springs	No Comparable Class															
La Mirada	No Comparable Class															
Pico Rivera	No Comparable Class															
Monterey Park	No Comparable Class															
San Gabriel	No Comparable Class															
Rosemead	No Comparable Class															
Paramount	Assistant Public Safety Director	\$9,798							\$588	\$10,386	\$1,480	\$141	\$21	\$21	\$36	\$12,085
	Average % +/-	I.D.								I.D.						I.D.
	Median % +/-	I.D.								I.D.						I.D.
	75th Percenile % +/-	I.D.								I.D.						I.D.

Median Gain/Loss

Paramount Assistant Public Safety Director		Retirement Benefits					Retirement Health		Leave Benefits (Hrs/Month)				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Futer ER Contrib.	Hol	Sick	Admin	Vac Max	Total Leave
Bellflower	No Comparable Class												
Lakewood	No Comparable Class												
Lynwood	No Comparable Class												
Cerritos	No Comparable Class												
Bell Gardens	No Comparable Class												
South Gate	No Comparable Class												
Santa Fe Springs	No Comparable Class												
La Mirada	No Comparable Class												
Pico Rivera	No Comparable Class												
Monterey Park	No Comparable Class												
San Gabriel	No Comparable Class												
Rosemead	No Comparable Class												
Paramount	Assistant Public Safety Director	\$4,585		2.5%@55		\$16,669		\$1,480	8	8		13	29
	Average % +/-					I.D.							I.D.
	Median % +/-					I.D.							I.D.
	75th Percenile % +/-					I.D.							I.D.

Paramount Assistant Public Safety Director		Other Benefits				
Survey Agency	Comparable Class	Vac - Annual Cashout	Vac - Retire Cashout	Tuition Reimb	Auto	Tech
Bellflower	No Comparable Class					
Lakewood	No Comparable Class					
Lynwood	No Comparable Class					
Cerritos	No Comparable Class					
Bell Gardens	No Comparable Class					
South Gate	No Comparable Class					
Santa Fe Springs	No Comparable Class					
La Mirada	No Comparable Class					
Pico Rivera	No Comparable Class					
Monterey Park	No Comparable Class					
San Gabriel	No Comparable Class					
Rosemead	No Comparable Class					
Paramount	Assistant Public Safety Director		240	\$167		\$20
	Average % +/-					
	Median % +/-					
	75th Percenile % +/-					

Paramount Assistant Public Works Director			Cash Supplements								Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Other Cash	HSA	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Bellflower	Public Works Manager	\$11,290						\$452		\$11,742	\$1,475	\$159	\$27	\$23	\$50	\$13,475
Lakewood	Assistant Director of Public Works	\$10,989	\$275						\$412	\$11,676	\$1,284	inc	\$18	inc	\$85	\$13,063
Lynwood	Deputy Director of Public Works	\$12,646	\$632		\$400					\$13,678	\$1,128	\$117	\$10	\$13	\$29	\$14,976
Cerritos	No Comparable Class															
Bell Gardens	No Comparable Class															
South Gate	No Comparable Class															
Santa Fe Springs	Municipal Services Manager	\$11,023	\$772					\$331		\$12,125	\$1,650		\$71	\$0	\$75	\$13,921
La Mirada	No Comparable Class															
Pico Rivera	No Comparable Class															
Monterey Park	Public Works Maintenance Manager	\$11,686	\$350		\$175			\$108		\$12,319	\$1,350	\$100	\$30			\$13,799
San Gabriel	No Comparable Class															
Rosemead	No Comparable Class															
Paramount	Assistant Public Works Director	\$9,798							\$588	\$10,386	\$1,480	\$141	\$21	\$21	\$36	\$12,085
	Average	\$11,527								\$12,308						\$13,847
	% +/-	-17.6%								-18.5%						-14.6%
	Median	\$11,290								\$12,125						\$13,799
	% +/-	-15.2%								-16.7%						-14.2%
	75th Percenile	\$11,686								\$12,319						\$13,921
	% +/-	-19.3%								-18.6%						-15.2%
Median Gain/Loss										-1.5%	2.6%					

**Paramount
Assistant Public Works Director**

		Retirement Benefits					Retirement Health		Leave Benefits (Hrs/Month)				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Futer ER Contrib.	Hol	Sick	Admin	Vac Max	Total Leave
Bellflower	Public Works Manager	\$3,570		2% @55	\$700	\$17,745		\$1,475	8	8	7	17	39
Lakewood	Assistant Director of Public Works	\$2,491		2% @55		\$15,554		\$670	8	8	4	14	34
Lynwood	Deputy Director of Public Works	\$7,381		3% @60		\$22,357			11	8	6	13	38
Cerritos	No Comparable Class												
Bell Gardens	No Comparable Class												
South Gate	No Comparable Class												
Santa Fe Springs	Municipal Services Manager	\$8,350		2% @55		\$22,272		\$1,650	9	8		14	31
La Mirada	No Comparable Class												
Pico Rivera	No Comparable Class												
Monterey Park	Public Works Maintenance Manager	\$4,389		2.7% @55		\$18,189		\$143	10	7	3	17	37
San Gabriel	No Comparable Class												
Rosemead	No Comparable Class												
Paramount	Assistant Public Works Director	\$4,585		2.5% @55		\$16,669		\$1,480	8	8		13	29
	Average					\$19,223							35.9
	% +/-					-15.3%							-22.5%
	Median					\$18,189							37.1
	% +/-					-9.1%							-26.4%
	75th Percenile					\$22,272							37.8
	% +/-					-33.6%							-29.0%

5.1%

Paramount**Assistant Public Works Director****Other Benefits**

Survey Agency	Comparable Class	Vac - Annual Cashout	Vac - Retire Cashout	Tuition Reimb	Auto	Tech
Bellflower	Public Works Manager		320	\$208		
Lakewood	Assistant Director of Public Works		270		\$245	
Lynwood	Deputy Director of Public Works	100	550	\$250	\$500	
Cerritos	No Comparable Class					
Bell Gardens	No Comparable Class					
South Gate	No Comparable Class					
Santa Fe Springs	Municipal Services Manager	64	240	\$167		
La Mirada	No Comparable Class					
Pico Rivera	No Comparable Class					
Monterey Park	Public Works Maintenance Manager	120	500	\$333		
San Gabriel	No Comparable Class					
Rosemead	No Comparable Class					
Paramount	Assistant Public Works Director		240	\$167		\$20
	Average					
	% +/-					
	Median					
	% +/-					
	75th Percenile					
	% +/-					

**Paramount
Associate Planner**

			Cash Supplements								Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Other Cash	HSA	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Bellflower	Associate Planner	\$7,583						\$303		\$7,886	\$1,475	\$159	\$27	\$15	\$33	\$9,596
Lakewood	Associate Planner	\$8,373	\$209						\$314	\$8,896	\$1,284	inc	\$18	inc	\$64	\$10,263
Lynwood	Planning Associate	\$7,734	\$387		\$400					\$8,521	\$1,128	\$117	\$10	\$13	\$18	\$9,807
Cerritos	Associate Planner	\$6,935								\$6,935	\$1,979	\$120	\$21	\$0		\$9,056
Bell Gardens	Associate Planner	\$6,875	\$250		\$150					\$7,275	\$2,857	inc	inc			\$10,132
South Gate	Senior Planner	\$8,542	\$256			\$6		\$100		\$8,904	\$1,742	\$38	\$18	\$10		\$10,712
Santa Fe Springs	Associate Planner	\$7,917	\$554					\$119		\$8,590	\$1,650		\$54	\$0	\$54	\$10,348
La Mirada	Associate Planner	\$7,581				\$58		\$67		\$7,706	\$2,694	\$177	\$32	\$24	\$53	\$10,686
Pico Rivera	Planner	\$8,475	\$83					\$42		\$8,600	\$1,742					\$10,342
Monterey Park	Associate Planner	\$7,604	\$350		\$100			\$108		\$8,162	\$1,350	\$100	\$30			\$9,642
San Gabriel	Associate Planner	\$7,243								\$7,243	\$1,568	inc	inc	\$21	\$63	\$8,895
Rosemead	Associate Planner	\$6,969								\$6,969	\$1,700	inc	inc	\$36	\$60	\$8,765
Paramount	Associate Planner	\$6,435							\$386	\$6,822	\$1,480	\$141	\$21	\$14	\$24	\$8,501
	Average	\$7,653								\$7,974						\$9,854
	% +/-	-18.9%								-16.9%						-15.9%
	Median	\$7,594								\$8,024						\$9,969
	% +/-	-18.0%								-17.6%						-17.3%
	75th Percenile	\$8,031								\$8,593						\$10,343
	% +/-	-24.8%								-26.0%						-21.7%

Median Gain/Loss

0.4%

0.4%

**Paramount
Associate Planner**

		Retirement Benefits					Retirement Health		Leave Benefits (Hrs/Month)				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Futer ER Contrib.	Hol	Sick	Admin	Vac Max	Total Leave
Bellflower	Associate Planner	\$2,398		2% @55	\$470	\$12,464		\$1,475	8	8	7	17	39
Lakewood	Associate Planner	\$1,898		2% @55		\$12,161		\$670	8	8	4	14	34
Lynwood	Planning Associate	\$4,514		3% @60		\$14,321			11	8	6	13	38
Cerritos	Associate Planner	\$3,124		2% @60		\$12,179		\$1,979	8	8		15	31
Bell Gardens	Associate Planner	\$780		2% @55		\$10,912			9	8		13	31
South Gate	Senior Planner	\$2,622		2.7% @55		\$13,334		\$150	11	10	5	13	39
Santa Fe Springs	Associate Planner	\$5,998		2% @55		\$16,346		\$1,650	9	8		14	31
La Mirada	Associate Planner	\$853		2% @55		\$11,539		\$2,694	9	6	1	13	30
Pico Rivera	Planner	\$2,912		2% @60		\$13,253		\$143	7	9	5	17	38
Monterey Park	Associate Planner	\$2,856		2.7% @55		\$12,499		\$143	10	8		17	34
San Gabriel	Associate Planner	\$712		2% @60		\$9,607		\$1,937	9	8		13	30
Rosemead	Associate Planner	\$823		2% @55	\$432	\$10,020		\$143	9	10	5	13	38
Paramount	Associate Planner	\$3,011		2.5% @55		\$11,512		\$1,480	8	8		13	29
	Average					\$12,386							34.4
	% +/-					-7.6%							-17.4%
	Median					\$12,322							34.3
	% +/-					-7.0%							-16.8%
	75th Percenile					\$13,273							38.0
	% +/-					-15.3%							-29.5%

10.2%

Paramount Associate Planner		Other Benefits				
Survey Agency	Comparable Class	Vac - Annual Cashout	Vac - Retire Cashout	Tuition Reimb	Auto	Tech
Bellflower	Associate Planner		320	\$208		
Lakewood	Associate Planner		270		\$85	
Lynwood	Planning Associate	100	550	\$250	\$500	
Cerritos	Associate Planner	40	352	\$233		
Bell Gardens	Associate Planner	80		\$167		
South Gate	Senior Planner	40	300	\$292		
Santa Fe Springs	Associate Planner	52	240	\$167		
La Mirada	Associate Planner	80	350	\$208	\$125	\$40
Pico Rivera	Planner	200	320	\$438		
Monterey Park	Associate Planner	120	400	\$292		
San Gabriel	Associate Planner	40	360	\$416		
Rosemead	Associate Planner	40	320	\$417	\$300	
Paramount	Associate Planner		240	\$167		
	Average % +/-					
	Median % +/-					
	75th Percenile % +/-					

**Paramount
Building and Safety Inspector**

			Cash Supplements								Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Other Cash	HSA	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Bellflower	No Comparable Class															
Lakewood	No Comparable Class															
Lynwood	Building Inspector	\$7,000	\$350		\$250					\$7,599	\$1,128	\$147	\$12	\$13	\$16	\$8,916
Cerritos	No Comparable Class															
Bell Gardens	Code Enforcement Officer/Building Inspector	\$5,975	\$250		\$150					\$6,375	\$2,857	inc	inc			\$9,232
South Gate	Building Inspector	\$6,549	\$196			\$6		\$100		\$6,851	\$1,742	\$78	\$18	\$10		\$8,699
Santa Fe Springs	No Comparable Class															
La Mirada	No Comparable Class															
Pico Rivera	Building Inspector	\$7,046	\$83	\$17				\$42		\$7,188	\$1,742					\$8,929
Monterey Park	Building Inspector	\$7,492	\$350		\$100			\$108		\$8,050	\$1,350	\$100	\$30			\$9,530
San Gabriel	Building Inspector	\$7,043		\$17						\$7,060	\$1,568	inc	inc	\$21	\$61	\$8,710
Rosemead	No Comparable Class															
Paramount	Building and Safety Inspector	\$7,252							\$435	\$7,687	\$1,480	\$141	\$21	\$15	\$27	\$9,371
	Average	\$6,851								\$7,187						\$9,003
	% +/-	5.5%								6.5%						3.9%
	Median	\$7,021								\$7,124						\$8,923
	% +/-	3.2%								7.3%						4.8%
	75th Percenile	\$7,045								\$7,497						\$9,156
	% +/-	2.8%								2.5%						2.3%

Median Gain/Loss 4.1%

-2.5%

**Paramount
Building and Safety Inspector**

		Retirement Benefits					Retirement Health		Leave Benefits (Hrs/Month)				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Futer ER Contrib.	Hol	Sick	Admin	Vac Max	Total Leave
Bellflower	No Comparable Class												
Lakewood	No Comparable Class												
Lynwood	Building Inspector	\$4,085		3% @60		\$13,001			11	8		13	32
Cerritos	No Comparable Class												
Bell Gardens	Code Enforcement Officer/Building Inspector	\$678		2% @55		\$9,910			9	8		13	31
South Gate	Building Inspector	\$2,011		2.7% @55		\$10,710		\$150	11	10	5	13	39
Santa Fe Springs	No Comparable Class												
La Mirada	No Comparable Class												
Pico Rivera	Building Inspector	\$2,421		2% @60		\$11,350		\$143	7	9	5	17	38
Monterey Park	Building Inspector	\$2,814		2.7% @55		\$12,344		\$143	10	8		17	34
San Gabriel	Building Inspector	\$693		2% @60		\$9,402		\$1,937	9	8		13	30
Rosemead	No Comparable Class												
Paramount	Building and Safety Inspector	\$3,393		2.5% @55		\$12,764		\$1,480	8	8		13	29
	Average					\$11,120							34.1
	% +/-					12.9%							-16.3%
	Median					\$11,030							33.2
	% +/-					13.6%							-13.2%
	75th Percenile					\$12,096							37.4
	% +/-					5.2%							-27.6%

8.8%

**Paramount
Building and Safety Inspector**

Other Benefits

Survey Agency	Comparable Class	Vac - Annual Cashout	Vac - Retire Cashout	Tuition Reimb	Auto	Tech
Bellflower	No Comparable Class					
Lakewood	No Comparable Class					
Lynwood	Building Inspector	40	550	\$125		
Cerritos	No Comparable Class					
Bell Gardens	Code Enforcement Officer/Building Inspector	80		\$167		
South Gate	Building Inspector	40	300	\$250		
Santa Fe Springs	No Comparable Class					
La Mirada	No Comparable Class					
Pico Rivera	Building Inspector	200	320	\$438		
Monterey Park	Building Inspector	120	400	\$292		
San Gabriel	Building Inspector	40	360	\$416		
Rosemead	No Comparable Class					
Paramount	Building and Safety Inspector		240	\$167		
	Average					
	% +/-					
	Median					
	% +/-					
	75th Percenile					
	% +/-					

**Paramount
Building and Safety Manager**

			Cash Supplements								Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Other Cash	HSA	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Bellflower	No Comparable Class															
Lakewood	No Comparable Class															
Lynwood	Building Official	\$11,454	\$573		\$400					\$12,427	\$1,128	\$117	\$10	\$13	\$26	\$13,722
Cerritos	No Comparable Class															
Bell Gardens	No Comparable Class															
South Gate	Building Official	\$11,465				\$5		\$100		\$11,570	\$1,742	\$38	\$18	\$20		\$13,388
Santa Fe Springs	No Comparable Class															
La Mirada	No Comparable Class															
Pico Rivera	Manager	\$9,399	\$83	\$17				\$42		\$9,541	\$1,742					\$11,282
Monterey Park	Building Official	\$10,872	\$350		\$175			\$108		\$11,505	\$1,350	\$100	\$30			\$12,985
San Gabriel	Building Official/NIS Mgr	\$10,846								\$10,846	\$1,568	inc	inc	\$32	\$94	\$12,540
Rosemead	No Comparable Class															
Paramount	Building and Safety Manager	\$8,848							\$531	\$9,379	\$1,480	\$141	\$21	\$19	\$32	\$11,073
	Average	\$10,807								\$11,178						\$12,783
	% +/-	-22.1%								-19.2%						-15.5%
	Median	\$10,872								\$11,505						\$12,985
	% +/-	-22.9%								-22.7%						-17.3%
	75th Percenile	\$11,454								\$11,570						\$13,388
	% +/-	-29.4%								-23.4%						-20.9%

Median Gain/Loss

0.2%

5.4%

**Paramount
Building and Safety Manager**

		Retirement Benefits					Retirement Health		Leave Benefits (Hrs/Month)				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Futer ER Contrib.	Hol	Sick	Admin	Vac Max	Total Leave
Bellflower	No Comparable Class												
Lakewood	No Comparable Class												
Lynwood	Building Official	\$6,685		3% @60		\$20,407			11	8	6	13	38
Cerritos	No Comparable Class												
Bell Gardens	No Comparable Class												
South Gate	Building Official	\$3,520		2.7% @55		\$16,907		\$150	11	10	7	13	41
Santa Fe Springs	No Comparable Class												
La Mirada	No Comparable Class												
Pico Rivera	Manager	\$3,229		2% @60		\$14,511		\$143	7	9	5	17	38
Monterey Park	Building Official	\$4,084		2.7% @55		\$17,069		\$143	10	7	3	17	37
San Gabriel	Building Official/NIS Mgr	\$1,066		2% @60		\$13,607		\$1,937	9	8	3	13	33
Rosemead	No Comparable Class												
Paramount	Building and Safety Manager	\$4,140		2.5% @55		\$15,213		\$1,480	8	8		13	29
	Average					\$16,500							37.5
	% +/-					-8.5%							-27.8%
	Median					\$16,907							37.8
	% +/-					-11.1%							-29.0%
	75th Percenile					\$17,069							38.4
	% +/-					-12.2%							-31.0%

6.1%

**Paramount
Building and Safety Manager**

Other Benefits

Survey Agency	Comparable Class	Vac - Annual Cashout	Vac - Retire Cashout	Tuition Reimb	Auto	Tech
Bellflower	No Comparable Class					
Lakewood	No Comparable Class					
Lynwood	Building Official	100	550	\$250	\$500	
Cerritos	No Comparable Class					
Bell Gardens	No Comparable Class					
South Gate	Building Official	40	300	\$250	\$400	\$100
Santa Fe Springs	No Comparable Class					
La Mirada	No Comparable Class					
Pico Rivera	Manager	200	320	\$438		
Monterey Park	Building Official	120	500	\$333		
San Gabriel	Building Official/NIS Mgr	40	360	\$416		
Rosemead	No Comparable Class					
Paramount	Building and Safety Manager		240	\$167		\$20
	Average					
	% +/-					
	Median					
	% +/-					
	75th Percenile					
	% +/-					

**Paramount
Building Permit Technician**

			Cash Supplements								Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Other Cash	HSA	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Bellflower	No Comparable Class															
Lakewood	Building Clerk	\$5,232	\$131	\$13					\$196	\$5,572	\$1,284	inc	\$18	inc	\$40	\$6,914
Lynwood	Permit Technician	\$5,119	\$256		\$250					\$5,625	\$1,128	\$147	\$12	\$13	\$12	\$6,937
Cerritos	Building & Safety Clerk	\$5,312								\$5,312	\$1,979	\$120	\$21	\$0		\$7,433
Bell Gardens	No Comparable Class															
South Gate	Community Development Technician II	\$4,933	\$148			\$6		\$100		\$5,187	\$1,742	\$78	\$18	\$10		\$7,035
Santa Fe Springs	Building Permit Clerk II	\$4,952	\$347					\$74		\$5,372	\$1,650		\$54	\$0	\$34	\$7,111
La Mirada	No Comparable Class															
Pico Rivera	Counter Service Representative	\$6,207	\$83	\$17				\$42		\$6,349	\$1,742					\$8,090
Monterey Park	Permit Technician II	\$5,987	\$350		\$100			\$108		\$6,545	\$1,350	\$100	\$30			\$8,025
San Gabriel	Counter Specialist	\$5,059								\$5,059	\$1,568	inc	inc	\$15	\$44	\$6,686
Rosemead	No Comparable Class															
Paramount	Building Permit Technician	\$5,327							\$320	\$5,646	\$1,480	\$141	\$21	\$11	\$19	\$7,320
	Average	\$5,350								\$5,628						\$7,279
	% +/-	-0.4%								0.3%						0.6%
	Median	\$5,176								\$5,472						\$7,073
	% +/-	2.8%								3.1%						3.4%
	75th Percenile	\$5,481								\$5,806						\$7,581
	% +/-	-2.9%								-2.8%						-3.6%

Median Gain/Loss

0.2%

0.3%

**Paramount
Building Permit Technician**

		Retirement Benefits					Retirement Health		Leave Benefits (Hrs/Month)				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Futer ER Contrib.	Hol	Sick	Admin	Vac Max	Total Leave
Bellflower	No Comparable Class												
Lakewood	Building Clerk	\$1,186		2% @55		\$8,100		\$670	8	8		14	30
Lynwood	Permit Technician	\$2,988		3% @60		\$9,925			11	8		13	32
Cerritos	Building & Safety Clerk	\$2,393		2% @60		\$9,825		\$1,979	8	8		15	31
Bell Gardens	No Comparable Class												
South Gate	Community Development Technician II	\$1,514		2.7% @55		\$8,549		\$150	11	10	5	13	39
Santa Fe Springs	Building Permit Clerk II	\$3,751		2% @55		\$10,862		\$1,650	9	8		14	31
La Mirada	No Comparable Class												
Pico Rivera	Counter Service Representative	\$2,132		2% @60		\$10,223		\$143	7	9	5	17	38
Monterey Park	Permit Technician II	\$2,249		2.7% @55		\$10,274		\$143	10	8		17	34
San Gabriel	Counter Specialist	\$497		2% @60		\$7,183		\$1,937	9	8		13	30
Rosemead	No Comparable Class												
Paramount	Building Permit Technician	\$2,492		2.5% @55		\$9,812		\$1,480	8	8		13	29
	Average					\$9,368							33.3
	% +/-					4.5%							-13.4%
	Median					\$9,875							31.7
	% +/-					-0.6%							-8.0%
	75th Percenile					\$10,235							35.4
	% +/-					-4.3%							-20.7%

-4.0%

**Paramount
Building Permit Technician**

Other Benefits

Survey Agency	Comparable Class	Vac - Annual Cashout	Vac - Retire Cashout	Tuition Reimb	Auto	Tech
Bellflower	No Comparable Class					
Lakewood	Building Clerk		240	\$125		
Lynwood	Permit Technician	40	550	\$125		
Cerritos	Building & Safety Clerk	40	352	\$233		
Bell Gardens	No Comparable Class					
South Gate	Community Development Technician II	40	300	\$250		
Santa Fe Springs	Building Permit Clerk II	52	240	\$167		
La Mirada	No Comparable Class					
Pico Rivera	Counter Service Representative	200	320	\$438		
Monterey Park	Permit Technician II	120	400	\$292		
San Gabriel	Counter Specialist	40	360	\$416		
Rosemead	No Comparable Class					
Paramount	Building Permit Technician		240	\$167		
	Average					
	% +/-					
	Median					
	% +/-					
	75th Percenile					
	% +/-					

**Paramount
City Attorney**

			Cash Supplements								Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Other Cash	HSA	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Bellflower	No Comparable Class															
Lakewood	No Comparable Class															
Lynwood	No Comparable Class															
Cerritos	City Attorney	\$12,075								\$12,075	\$1,979	\$120	\$21	\$0		\$14,196
Bell Gardens	No Comparable Class															
South Gate	No Comparable Class															
Santa Fe Springs	No Comparable Class															
La Mirada	No Comparable Class															
Pico Rivera	No Comparable Class															
Monterey Park	No Comparable Class															
San Gabriel	No Comparable Class															
Rosemead	No Comparable Class															
Paramount	City Attorney	\$12,270							\$736	\$13,006	\$1,480	\$141	\$21	\$26	\$45	\$14,719
	Average % +/-	I.D.								I.D.						I.D.
	Median % +/-	I.D.								I.D.						I.D.
	75th Percenile % +/-	I.D.								I.D.						I.D.

Median Gain/Loss

**Paramount
City Attorney**

		Retirement Benefits					Retirement Health		Leave Benefits (Hrs/Month)				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Futer ER Contrib.	Hol	Sick	Admin	Vac Max	Total Leave
Bellflower	No Comparable Class												
Lakewood	No Comparable Class												
Lynwood	No Comparable Class												
Cerritos	City Attorney	\$5,439		2%@60		\$19,635		\$1,979	8	8		15	31
Bell Gardens	No Comparable Class												
South Gate	No Comparable Class												
Santa Fe Springs	No Comparable Class												
La Mirada	No Comparable Class												
Pico Rivera	No Comparable Class												
Monterey Park	No Comparable Class												
San Gabriel	No Comparable Class												
Rosemead	No Comparable Class												
Paramount	City Attorney	\$5,741		2.5%@55		\$20,460		\$1,480	8	8	3	13	33
	Average					I.D.							I.D.
	% +/-					I.D.							I.D.
	Median					I.D.							I.D.
	% +/-					I.D.							I.D.
	75th Percenile					I.D.							I.D.
	% +/-					I.D.							I.D.

**Paramount
City Attorney**

Other Benefits

Survey Agency	Comparable Class	Vac - Annual Cashout	Vac - Retire Cashout	Tuition Reimb	Auto	Tech
Bellflower	No Comparable Class					
Lakewood	No Comparable Class					
Lynwood	No Comparable Class					
Cerritos	City Attorney	40	352	\$233	\$400	
Bell Gardens	No Comparable Class					
South Gate	No Comparable Class					
Santa Fe Springs	No Comparable Class					
La Mirada	No Comparable Class					
Pico Rivera	No Comparable Class					
Monterey Park	No Comparable Class					
San Gabriel	No Comparable Class					
Rosemead	No Comparable Class					
Paramount	City Attorney		240	\$167	\$350	\$20
	Average					
	% +/-					
	Median					
	% +/-					
	75th Percenile					
	% +/-					

**Paramount
City Clerk**

			Cash Supplements								Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Other Cash	HSA	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Bellflower	City Clerk	\$9,788						\$1,000		\$10,788	\$1,475	\$159	\$27	\$20	\$43	\$12,512
Lakewood	City Clerk	\$10,989	\$275						\$412	\$11,676	\$1,284	inc	\$18	inc	\$85	\$13,063
Lynwood	No Comparable Class															
Cerritos	City Clerk	\$12,458								\$12,458	\$1,979	\$120	\$21	\$0		\$14,579
Bell Gardens	City Clerk	\$9,891	\$250		\$200					\$10,341	\$2,857	inc	inc			\$13,198
South Gate	City Clerk	\$7,710				\$5				\$7,715	\$1,742	\$38	\$18	\$20		\$9,533
Santa Fe Springs	City Clerk	\$10,482	\$734					\$314		\$11,530	\$1,650		\$71	\$0	\$71	\$13,323
La Mirada	No Comparable Class															
Pico Rivera	City Clerk	\$10,715	\$429						\$429	\$11,572	\$1,742					\$13,314
Monterey Park	No Comparable Class															
San Gabriel	Chief City Clerk	\$13,321								\$13,321	\$1,568	inc	inc	\$78	\$116	\$15,083
Rosemead	City Clerk	\$8,613								\$8,613	\$1,700	inc	inc	\$36	\$74	\$10,423
Paramount	City Clerk	\$10,482							\$629	\$11,111	\$1,480	\$141	\$21	\$22	\$38	\$12,814
	Average	\$10,441								\$10,891						\$12,781
	% +/-	0.4%								2.0%						0.3%
	Median	\$10,482								\$11,530						\$13,198
	% +/-	0.0%								-3.8%						-3.0%
	75th Percenile	\$10,989								\$11,676						\$13,323
	% +/-	-4.8%								-5.1%						-4.0%

Median Gain/Loss -3.8%

0.8%

**Paramount
City Clerk**

Survey Agency	Comparable Class	Retirement Benefits					Retirement Health		Leave Benefits (Hrs/Month)				
		Emp. Ret.	EE Cont to ER	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Futer ER Contrib.	Hol	Sick	Admin	Vac Max	Total Leave
Bellflower	City Clerk	\$3,095		2% @55	\$607	\$16,214		\$1,475	8	8	7	17	39
Lakewood	City Clerk	\$2,491		2% @55		\$15,554		\$670	8	8	4	14	34
Lynwood	No Comparable Class												
Cerritos	City Clerk	\$5,611		2% @60		\$20,191		\$1,979	8	8		15	31
Bell Gardens	City Clerk	\$1,123		2% @55		\$14,320			9	8	3	13	34
South Gate	City Clerk	\$2,367		2.7% @55		\$11,900		\$200	11	10	10	13	44
Santa Fe Springs	City Clerk	\$7,941		2% @55		\$21,263		\$1,650	9	8		14	31
La Mirada	No Comparable Class												
Pico Rivera	City Clerk	\$3,681		2% @60		\$16,995	\$107	\$143	7	9	7	14	37
Monterey Park	No Comparable Class												
San Gabriel	Chief City Clerk	\$1,310		2% @60		\$16,393		\$1,937	9	8	5	13	35
Rosemead	City Clerk	\$1,017		2% @55	\$534	\$11,974		\$143	9	10	7	13	39
Paramount	City Clerk	\$4,905		2.5% @55		\$17,718		\$1,480	8	8	3	13	33
	Average					\$16,089							36.1
	% +/-					9.2%							-10.4%
	Median					\$16,214							35.0
	% +/-					8.5%							-7.1%
	75th Percenile					\$16,995							39.2
	% +/-					4.1%							-19.9%

11.5%

**Paramount
City Clerk**
Other Benefits

Survey Agency	Comparable Class	Vac - Annual Cashout	Vac - Retire Cashout	Tuition Reimb	Auto	Tech
Bellflower	City Clerk		320	\$208	\$300	
Lakewood	City Clerk		270		\$245	
Lynwood	No Comparable Class					
Cerritos	City Clerk	40	352	\$233	\$400	
Bell Gardens	City Clerk	80		\$167		
South Gate	City Clerk	40	300	\$250	\$475	\$100
Santa Fe Springs	City Clerk	64	240	\$167		
La Mirada	No Comparable Class					
Pico Rivera	City Clerk	200	320	\$438	\$400	\$150
Monterey Park	No Comparable Class					
San Gabriel	Chief City Clerk	40	360	\$416	\$488	
Rosemead	City Clerk	40	320	\$417	\$500	
Paramount	City Clerk		240	\$167		\$20
	Average					
	% +/-					
	Median					
	% +/-					
	75th Percenile					
	% +/-					

**Paramount
Code Enforcement Officer**

			Cash Supplements								Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Other Cash	HSA	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Bellflower	Code Enforcement Inspector II	\$6,340						\$254		\$6,594	\$1,475	\$159	\$27	\$13	\$28	\$8,295
Lakewood	Community Conservation Representative	\$7,401	\$185						\$278	\$7,864	\$1,284	inc	\$18	inc	\$57	\$9,223
Lynwood	Public Safety Officer	\$5,992	\$300	\$17	\$250					\$6,558	\$1,128	\$147	\$12	\$13	\$14	\$7,872
Cerritos	Code Enforcement Officer	\$6,614		\$12						\$6,626	\$1,979	\$120	\$21	\$0		\$8,747
Bell Gardens	Code Enforcement Officer	\$5,689	\$250		\$150					\$6,089	\$2,857	inc	inc			\$8,946
South Gate	Code Enforcement Officer	\$5,839	\$175			\$6		\$100		\$6,120	\$1,742	\$78	\$18	\$10		\$7,968
Santa Fe Springs	Code Enforcement Inspector I	\$6,723	\$471					\$101		\$7,295	\$1,650		\$54	\$0	\$46	\$9,045
La Mirada	Code Enforcement Specialist	\$5,971				\$58		\$67		\$6,096	\$2,694	\$177	\$32	\$19	\$42	\$9,059
Pico Rivera	Neighborhood Improvement Officer	\$6,390	\$83	\$17				\$42		\$6,532	\$1,742					\$8,273
Monterey Park	Code Enforcement Officer	\$5,987	\$350		\$100			\$108		\$6,545	\$1,350	\$100	\$30			\$8,025
San Gabriel	Neighborhood Svcs Improvement Officer	\$5,231		\$17						\$5,248	\$1,568	inc	inc	\$15	\$46	\$6,876
Rosemead	Code Enforcement Officer	\$5,449								\$5,449	\$1,700	inc	inc	\$36	\$47	\$7,232
Paramount	Code Enforcement Officer	\$5,018							\$301	\$5,319	\$1,480	\$141	\$21	\$11	\$18	\$6,991
	Average	\$6,136								\$6,418						\$8,297
	% +/-	-22.3%								-20.7%						-18.7%
	Median	\$5,990								\$6,539						\$8,284
	% +/-	-19.4%								-22.9%						-18.5%
	75th Percenile	\$6,446								\$6,602						\$8,970
	% +/-	-28.5%								-24.1%						-28.3%

Median Gain/Loss -3.6%

4.4%

**Paramount
Code Enforcement Officer**

		Retirement Benefits					Retirement Health		Leave Benefits (Hrs/Month)				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Futer ER Contrib.	Hol	Sick	Admin	Vac Max	Total Leave
Bellflower	Code Enforcement Inspector II	\$2,005		2% @ 55	\$393	\$10,693		\$1,475	8	8		17	33
Lakewood	Community Conservation Representative	\$1,678		2% @ 55		\$10,901		\$670	8	8	4	14	34
Lynwood	Public Safety Officer	\$3,497		3% @ 60		\$11,370			11	8		13	32
Cerritos	Code Enforcement Officer	\$2,979		2% @ 60		\$11,726		\$1,979	8	8		15	31
Bell Gardens	Code Enforcement Officer	\$646		2% @ 55		\$9,591			9	8		13	31
South Gate	Code Enforcement Officer	\$1,793		2.7% @ 55		\$9,761		\$150	11	10	5	13	39
Santa Fe Springs	Code Enforcement Inspector I	\$5,093		2% @ 55		\$14,138		\$1,650	9	8		14	31
La Mirada	Code Enforcement Specialist	\$672		2% @ 55		\$9,731		\$2,694	9	6		13	28
Pico Rivera	Neighborhood Improvement Officer	\$2,195		2% @ 60		\$10,468		\$143	7	9	5	17	38
Monterey Park	Code Enforcement Officer	\$2,249		2.7% @ 55		\$10,274		\$143	10	8		17	34
San Gabriel	Neighborhood Svcs Improvement Officer	\$514		2% @ 60		\$7,391		\$1,937	9	8		13	30
Rosemead	Code Enforcement Officer	\$644		2% @ 55	\$338	\$8,213		\$143	9	10		13	33
Paramount	Code Enforcement Officer	\$2,348		2.5% @ 55		\$9,339		\$1,480	8	8		13	29
	Average					\$10,355							32.9
	% +/-					-10.9%							-12.0%
	Median					\$10,371							32.3
	% +/-					-11.1%							-9.9%
	75th Percenile					\$11,018							34.2
	% +/-					-18.0%							-16.5%

7.4%

Paramount Code Enforcement Officer		Other Benefits				
Survey Agency	Comparable Class	Vac - Annual Cashout	Vac - Retire Cashout	Tuition Reimb	Auto	Tech
Bellflower	Code Enforcement Inspector II		320	\$208		
Lakewood	Community Conservation Representative		270		\$85	
Lynwood	Public Safety Officer	40	550	\$125		
Cerritos	Code Enforcement Officer	40	352	\$233		
Bell Gardens	Code Enforcement Officer	80		\$167		
South Gate	Code Enforcement Officer	40	300	\$250		
Santa Fe Springs	Code Enforcement Inspector I	52	240	\$167		
La Mirada	Code Enforcement Specialist	80	350	\$208		\$40
Pico Rivera	Neighborhood Improvement Officer	200	320	\$438		
Monterey Park	Code Enforcement Officer	120	400	\$292		
San Gabriel	Neighborhood Srvcs Improvement Officer	40	360	\$416		
Rosemead	Code Enforcement Officer	40	320	\$417		
Paramount	Code Enforcement Officer		240	\$167		
	Average					
	% +/-					
	Median					
	% +/-					
	75th Percenile					
	% +/-					

**Paramount
Community Service Officer**

			Cash Supplements								Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Other Cash	HSA	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Bellflower	Community Services Officer II	\$4,992		\$16				\$200		\$5,208	\$1,475	\$159	\$27	\$10	\$22	\$6,901
Lakewood	Community Safety Specialist	\$5,232	\$131	\$13					\$196	\$5,572	\$1,284	inc	\$18	inc	\$40	\$6,914
Lynwood	Public Safety Officer	\$5,992	\$300	\$17	\$250					\$6,558	\$1,128	\$147	\$12	\$13	\$14	\$7,872
Cerritos	Community Services Officer	\$6,099		\$12						\$6,111	\$1,979	\$120	\$21	\$0		\$8,232
Bell Gardens	Community Services Officer	\$4,654	\$250		\$150					\$5,054	\$2,857	inc	inc			\$7,911
South Gate	Community Service Officer	\$4,704	\$141			\$6		\$100		\$4,951	\$1,742	\$78	\$18	\$10		\$6,799
Santa Fe Springs	Public Safety Officer	\$4,305	\$301					\$65		\$4,671	\$1,650		\$54	\$0	\$29	\$6,405
La Mirada	Public Safety Specialist	\$5,971				\$58		\$67		\$6,096	\$2,694	\$177	\$32	\$19	\$42	\$9,059
Pico Rivera	No Comparable Class															
Monterey Park	Community Services Officer	\$4,911	\$350	\$54	\$100			\$108		\$5,524	\$1,350	\$100	\$30			\$7,004
San Gabriel	Community Service Officer	\$4,566		\$17						\$4,583	\$1,568	inc	inc	\$13	\$40	\$6,204
Rosemead	Community Services Officer	\$3,886								\$3,886	\$1,700	inc	inc	\$36	\$33	\$5,655
Paramount	Community Service Officer	\$4,871							\$292	\$5,163	\$1,480	\$141	\$21	\$10	\$18	\$6,833
	Average	\$5,028								\$5,292						\$7,178
	% +/-	-3.2%								-2.5%						-5.0%
	Median	\$4,911								\$5,208						\$6,914
	% +/-	-0.8%								-0.9%						-1.2%
	75th Percenile	\$5,601								\$5,834						\$7,891
	% +/-	-15.0%								-13.0%						-15.5%

Median Gain/Loss -0.0%

-0.3%

**Paramount
Community Service Officer**

		Retirement Benefits					Retirement Health		Leave Benefits (Hrs/Month)				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Futer ER Contrib.	Hol	Sick	Admin	Vac Max	Total Leave
Bellflower	Community Services Officer II	\$1,579		2%@55	\$310	\$8,789		\$1,475	8	8		17	33
Lakewood	Community Safety Specialist	\$1,186		2%@55		\$8,100		\$670	8	8		14	30
Lynwood	Public Safety Officer	\$3,497		3%@60		\$11,370			11	8		13	32
Cerritos	Community Services Officer	\$2,747		2%@60		\$10,979		\$1,979	8	8		15	31
Bell Gardens	Community Services Officer	\$528		2%@55		\$8,439			9	8		13	31
South Gate	Community Service Officer	\$1,444		2.7%@55		\$8,243		\$150	11	10	5	13	39
Santa Fe Springs	Public Safety Officer	\$3,261		2%@55		\$9,666		\$1,650	9	8		14	31
La Mirada	Public Safety Specialist	\$672		2%@55		\$9,731		\$2,694	9	6		13	28
Pico Rivera	No Comparable Class												
Monterey Park	Community Services Officer	\$1,845		2.7%@55		\$8,848		\$143	10	8		17	34
San Gabriel	Community Service Officer	\$449		2%@60		\$6,653		\$1,937	9	8		13	30
Rosemead	Community Services Officer	\$459		2%@55	\$241	\$6,355		\$143	9	10		13	33
Paramount	Community Service Officer	\$2,279		2.5%@55		\$9,112		\$1,480	8	8		13	29
	Average					\$8,834							32.0
	% +/-					3.1%							-9.0%
	Median					\$8,789							31.3
	% +/-					3.5%							-6.8%
	75th Percenile					\$9,698							32.6
	% +/-					-6.4%							-11.1%

4.7%

**Paramount
Community Service Officer**

Other Benefits

Survey Agency	Comparable Class	Vac - Annual Cashout	Vac - Retire Cashout	Tuition Reimb	Auto	Tech
Bellflower	Community Services Officer II		320	\$208		
Lakewood	Community Safety Specialist		240	\$125		
Lynwood	Public Safety Officer	40	550	\$125		
Cerritos	Community Services Officer	40	352	\$233		
Bell Gardens	Community Services Officer	80		\$167		
South Gate	Community Service Officer	40	300	\$250		
Santa Fe Springs	Public Safety Officer	52	240	\$167		
La Mirada	Public Safety Specialist	80	350	\$208		\$40
Pico Rivera	No Comparable Class					
Monterey Park	Community Services Officer	120	400	\$292		
San Gabriel	Community Service Officer	40	360	\$416		
Rosemead	Community Services Officer	40	320	\$417		
Paramount	Community Service Officer		240	\$167		
	Average					
	% +/-					
	Median					
	% +/-					
	75th Percenile					
	% +/-					

**Paramount
Community Service Officer Supervisor**

			Cash Supplements								Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Other Cash	HSA	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Bellflower	Public Safety Supervisor	\$7,658						\$306		\$7,964	\$1,475	\$159	\$27	\$15	\$34	\$9,674
Lakewood	No Comparable Class															
Lynwood	No Comparable Class															
Cerritos	Community Services Supervisor	\$8,048								\$8,048	\$1,979	\$120	\$21	\$0		\$10,169
Bell Gardens	No Comparable Class															
South Gate	No Comparable Class															
Santa Fe Springs	No Comparable Class															
La Mirada	No Comparable Class															
Pico Rivera	No Comparable Class															
Monterey Park	No Comparable Class															
San Gabriel	No Comparable Class															
Rosemead	No Comparable Class															
Paramount	Community Service Officer Supervisor	\$6,002							\$360	\$6,363	\$1,480	\$141	\$21	\$13	\$22	\$8,040
	Average	I.D.								I.D.						I.D.
	Median	I.D.								I.D.						I.D.
	75th Percenile	I.D.								I.D.						I.D.

Median Gain/Loss

**Paramount
Community Service Officer Supervisor**

		Retirement Benefits					Retirement Health		Leave Benefits (Hrs/Month)				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Futer ER Contrib.	Hol	Sick	Admin	Vac Max	Total Leave
Bellflower	Public Safety Supervisor	\$2,422		2% @ 55	\$475	\$12,571		\$1,475	8	8	7	17	39
Lakewood	No Comparable Class												
Lynwood	No Comparable Class												
Cerritos	Community Services Supervisor	\$3,625		2% @ 60		\$13,794		\$1,979	8	8		15	31
Bell Gardens	No Comparable Class												
South Gate	No Comparable Class												
Santa Fe Springs	No Comparable Class												
La Mirada	No Comparable Class												
Pico Rivera	No Comparable Class												
Monterey Park	No Comparable Class												
San Gabriel	No Comparable Class												
Rosemead	No Comparable Class												
Paramount	Community Service Officer Supervisor	\$2,809		2.5% @ 55		\$10,848		\$1,480	8	8		13	29
	Average					I.D.							I.D.
	% +/-					I.D.							I.D.
	Median					I.D.							I.D.
	% +/-					I.D.							I.D.
	75th Percenile					I.D.							I.D.
	% +/-					I.D.							I.D.

**Paramount
Community Service Officer Supervisor**

Other Benefits

Survey Agency	Comparable Class	Vac - Annual Cashout	Vac - Retire Cashout	Tuition Reimb	Auto	Tech
Bellflower	Public Safety Supervisor		320	\$208		
Lakewood	No Comparable Class					
Lynwood	No Comparable Class					
Cerritos	Community Services Supervisor	40	352	\$233		
Bell Gardens	No Comparable Class					
South Gate	No Comparable Class					
Santa Fe Springs	No Comparable Class					
La Mirada	No Comparable Class					
Pico Rivera	No Comparable Class					
Monterey Park	No Comparable Class					
San Gabriel	No Comparable Class					
Rosemead	No Comparable Class					
Paramount	Community Service Officer Supervisor		240	\$167		\$20
	Average					
	% +/-					
	Median					
	% +/-					
	75th Percenile					
	% +/-					

Paramount Community Services & Recreation Supervisor			Cash Supplements								Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Other Cash	HSA	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Bellflower	Recreation Supervisor II	\$8,049						\$322		\$8,371	\$1,475	\$159	\$27	\$16	\$35	\$10,083
Lakewood	Community Services Supervisor	\$7,401	\$185						\$278	\$7,864	\$1,284	inc	\$18	inc	\$57	\$9,223
Lynwood	Recreation Superintendent II	\$8,400	\$420		\$400					\$9,220	\$1,128	\$117	\$10	\$13	\$19	\$10,508
Cerritos	Recreation Services Supervisor	\$8,247								\$8,247	\$1,979	\$120	\$21	\$0		\$10,368
Bell Gardens	Recreation Supervisor	\$6,009	\$250	\$54	\$300					\$6,613	\$2,857	inc	inc			\$9,470
South Gate	Recreation Supervisor	\$6,874	\$206			\$6		\$100		\$7,186	\$1,742	\$38	\$18	\$10		\$8,994
Santa Fe Springs	Community Services Supervisor	\$7,488	\$524					\$112		\$8,124	\$1,650		\$54	\$0	\$51	\$9,880
La Mirada	Community Services Supervisor	\$7,432				\$58		\$67		\$7,557	\$2,694	\$177	\$32	\$23	\$52	\$10,535
Pico Rivera	Supervisor	\$8,636	\$83					\$42		\$8,761	\$1,742					\$10,503
Monterey Park	Recreation Supervisor	\$7,841	\$350		\$175			\$108		\$8,474	\$1,350	\$100	\$30			\$9,954
San Gabriel	Recreation Supervisor	\$7,243								\$7,243	\$1,568	inc	inc	\$21	\$63	\$8,895
Rosemead	Recreation Supervisor	\$6,755								\$6,755	\$1,700	inc	inc	\$36	\$58	\$8,549
Paramount	Community Services & Recreation Supervisor	\$6,435							\$386	\$6,822	\$1,480	\$141	\$21	\$14	\$24	\$8,501
	Average	\$7,531								\$7,868						\$9,747
	% +/-	-17.0%								-15.3%						-14.7%
	Median	\$7,460								\$7,994						\$9,917
	% +/-	-15.9%								-17.2%						-16.7%
	75th Percenile	\$8,099								\$8,397						\$10,402
	% +/-	-25.8%								-23.1%						-22.4%
Median Gain/Loss										-1.3%	0.5%					

Paramount Community Services & Recreation Supervisor		Retirement Benefits					Retirement Health		Leave Benefits (Hrs/Month)				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Futer ER Contrib.	Hol	Sick	Admin	Vac Max	Total Leave
Bellflower	Recreation Supervisor II	\$2,545		2%@55	\$499	\$13,128		\$1,475	8	8	7	17	39
Lakewood	Community Services Supervisor	\$1,678		2%@55		\$10,901		\$670	8	8	4	14	34
Lynwood	Recreation Superintendent II	\$4,903		3%@60		\$15,411			11	8	6	13	38
Cerritos	Recreation Services Supervisor	\$3,714		2%@60		\$14,082		\$1,979	8	8		15	31
Bell Gardens	Recreation Supervisor	\$682		2%@55		\$10,152			13	8		13	34
South Gate	Recreation Supervisor	\$2,110		2.7%@55		\$11,104		\$150	11	10	5	13	39
Santa Fe Springs	Community Services Supervisor	\$5,672		2%@55		\$15,552		\$1,650	9	8		14	31
La Mirada	Community Services Supervisor	\$836		2%@55		\$11,371		\$2,694	9	6	1	13	30
Pico Rivera	Supervisor	\$2,967		2%@60		\$13,469		\$143	7	9	5	17	38
Monterey Park	Recreation Supervisor	\$2,945		2.7%@55		\$12,900		\$143	10	7	3	17	37
San Gabriel	Recreation Supervisor	\$712		2%@60		\$9,607		\$1,937	9	8	3	13	33
Rosemead	Recreation Supervisor	\$798		2%@55	\$419	\$9,765		\$143	9	10	5	13	38
Paramount	Community Services & Recreation Supervisor	\$3,011		2.5%@55		\$11,512		\$1,480	8	8		13	29
	Average					\$12,287							35.1
	% +/-					-6.7%							-19.8%
	Median					\$12,135							35.6
	% +/-					-5.4%							-21.3%
	75th Percenile					\$13,623							38.0
	% +/-					-18.3%							-29.5%

11.2%

Paramount Community Services & Recreation Supervisor		Other Benefits				
Survey Agency	Comparable Class	Vac - Annual Cashout	Vac - Retire Cashout	Tuition Reimb	Auto	Tech
Bellflower	Recreation Supervisor II		320	\$208		
Lakewood	Community Services Supervisor		270		\$135	
Lynwood	Recreation Superintendent II	100	550	\$250	\$500	
Cerritos	Recreation Services Supervisor	40	352	\$233		
Bell Gardens	Recreation Supervisor	80		\$167		\$125
South Gate	Recreation Supervisor	40	300	\$292		
Santa Fe Springs	Community Services Supervisor	52	240	\$167		
La Mirada	Community Services Supervisor	80	350	\$208	\$125	\$40
Pico Rivera	Supervisor	200	320	\$438		
Monterey Park	Recreation Supervisor	120	500	\$333		
San Gabriel	Recreation Supervisor	40	360	\$416		
Rosemead	Recreation Supervisor	40	320	\$417	\$300	
Paramount	Community Services & Recreation Supervisor		240	\$167		\$20
	Average					
	% +/-					
	Median					
	% +/-					
	75th Percenile					
	% +/-					

**Paramount
Community Services and Recreation Director**

			Cash Supplements								Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Other Cash	HSA	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Bellflower	Director of Parks and Recreation	\$13,919						\$557		\$14,476	\$1,475	\$159	\$27	\$28	\$61	\$16,226
Lakewood	Director of Recreation & Community Svcs	\$16,787	\$420						\$630	\$17,836	\$1,284	inc	\$18	inc	\$129	\$19,268
Lynwood	Director of Recreation & Community Svcs	\$12,926	\$646		\$400					\$13,973	\$1,128	\$117	\$10	\$13	\$30	\$15,271
Cerritos	Director of Community & Cultural Services	\$14,554								\$14,554	\$1,979	\$120	\$21	\$0		\$16,675
Bell Gardens	Director of Recreation & Community Svcs	\$12,024	\$250		\$200					\$12,474	\$2,857	inc	inc			\$15,331
South Gate	Director of Parks and Recreation	\$14,163				\$5				\$14,168	\$1,742	\$38	\$18	\$20		\$15,986
Santa Fe Springs	Director of Community Services	\$13,067	\$915					\$392		\$14,373	\$1,650		\$71	\$0	\$89	\$16,183
La Mirada	Community Services Director	\$13,773				\$58		\$67		\$13,898	\$2,694	\$177	\$32	\$43	\$96	\$16,940
Pico Rivera	Director of Parks and Recreation	\$14,934	\$597						\$597	\$16,129	\$1,742					\$17,870
Monterey Park	Director of Recreation & Community Svcs	\$12,138	\$350		\$175			\$108		\$12,771	\$1,375	\$130	\$30			\$14,306
San Gabriel	Community Services Director	\$13,321								\$13,321	\$1,568	inc	inc	\$78	\$116	\$15,083
Rosemead	Director of Parks and Recreation	\$13,557								\$13,557	\$1,700	inc	inc	\$36	\$117	\$15,409
Paramount	Community Services and Recreation Director	\$12,329							\$740	\$13,069	\$1,480	\$141	\$21	\$26	\$45	\$14,782
	Average	\$13,764								\$14,294						\$16,212
	% +/-	-11.6%								-9.4%						-9.7%
	Median	\$13,665								\$14,070						\$16,084
	% +/-	-10.8%								-7.7%						-8.8%
	75th Percenile	\$14,261								\$14,495						\$16,741
	% +/-	-15.7%								-10.9%						-13.3%

Median Gain/Loss

3.2%

-1.1%

Paramount Community Services and Recreation Director		Retirement Benefits					Retirement Health		Leave Benefits (Hrs/Month)				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Futer ER Contrib.	Hol	Sick	Admin	Vac Max	Total Leave
Bellflower	Director of Parks and Recreation	\$4,402		2%@55	\$738	\$21,365		\$1,475	8	8	7	17	39
Lakewood	Director of Recreation & Community Srvcs	\$3,806		2%@55		\$23,073		\$670	8	8	5	14	35
Lynwood	Director of Recreation & Community Srvcs	\$7,544		3%@60		\$22,815			11	8	6	13	38
Cerritos	Director of Community & Cultural Services	\$6,555		2%@60		\$23,230		\$1,979	8	8		15	31
Bell Gardens	Director of Recreation & Community Srvcs	\$1,365		2%@55		\$16,696			9	8	3	13	34
South Gate	Director of Parks and Recreation	\$4,348		2.7%@55		\$20,334		\$200	11	10	10	13	44
Santa Fe Springs	Director of Community Services	\$9,899		2%@55		\$26,082		\$1,650	9	8		14	31
La Mirada	Community Services Director	\$1,549		2%@55		\$18,489		\$2,694	9	6	5	13	33
Pico Rivera	Director of Parks and Recreation	\$5,130		2%@60		\$23,001	\$149	\$143	7	9	7	14	37
Monterey Park	Director of Recreation & Community Srvcs	\$4,559		2.7%@55		\$18,866		\$143	10	7	7	17	40
San Gabriel	Community Services Director	\$1,310		2%@60		\$16,393		\$1,937	9	8	5	13	35
Rosemead	Director of Parks and Recreation	\$1,601		2%@55	\$738	\$17,748		\$143	9	10	7	13	39
Paramount	Community Services and Recreation Director	\$5,769		2.5%@55		\$20,551		\$1,480	8	8	3	13	33
	Average					\$20,674							36.4
	% +/-					-0.6%							-11.5%
	Median					\$20,850							36.1
	% +/-					-1.5%							-10.5%
	75th Percenile					\$23,019							39.2
	% +/-					-12.0%							-20.0%

7.4%

**Paramount
Community Services and Recreation Director**

Other Benefits

Survey Agency	Comparable Class	Vac - Annual Cashout	Vac - Retire Cashout	Tuition Reimb	Auto	Tech
Bellflower	Director of Parks and Recreation		320	\$208	\$300	
Lakewood	Director of Recreation & Community Svcs		160			
Lynwood	Director of Recreation & Community Svcs	100	550	\$250	\$500	
Cerritos	Director of Community & Cultural Services	40	352	\$233	\$400	
Bell Gardens	Director of Recreation & Community Svcs	80		\$167	\$325	\$125
South Gate	Director of Parks and Recreation	40	300	\$250	\$475	\$100
Santa Fe Springs	Director of Community Services	120	240	\$167	\$500	
La Mirada	Community Services Director	80	350	\$208		\$40
Pico Rivera	Director of Parks and Recreation	200	320	\$438	\$400	\$150
Monterey Park	Director of Recreation & Community Svcs	120	500	\$333		
San Gabriel	Community Services Director	40	360	\$416	\$488	
Rosemead	Director of Parks and Recreation	40	320	\$417	\$500	
Paramount	Community Services and Recreation Director		240	\$167	\$350	\$20
	Average					
	% +/-					
	Median					
	% +/-					
	75th Percenile					
	% +/-					

**Paramount
Executive Assistant**

			Cash Supplements								Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Other Cash	HSA	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Bellflower	Executive Assistant to the City Manager	\$7,143						\$286		\$7,429	\$1,475	\$159	\$27	\$14	\$31	\$9,135
Lakewood	Executive Secretary	\$7,040	\$176						\$264	\$7,480	\$1,284	inc	\$18	inc	\$54	\$8,836
Lynwood	Executive Assistant	\$6,192	\$310		\$250					\$6,752	\$1,128	\$147	\$12	\$13	\$14	\$8,066
Cerritos	Administrative Secretary, Conf	\$6,240								\$6,240	\$1,979	\$120	\$21	\$0		\$8,361
Bell Gardens	Executive Assistant to the City Manager	\$6,009	\$250		\$200					\$6,459	\$2,857	inc	inc			\$9,316
South Gate	Executive Assistant to the City Manager	\$7,168	\$215			\$6		\$100		\$7,489	\$1,742	\$38	\$18	\$10		\$9,297
Santa Fe Springs	Secretary to the City Manager & City Council	\$5,677	\$397					\$170		\$6,244	\$1,650		\$71	\$0	\$39	\$8,004
La Mirada	Executive Secretary	\$6,465				\$58		\$67		\$6,590	\$2,694	\$177	\$32	\$20	\$45	\$9,559
Pico Rivera	Senior Executive Assistant	\$7,905	\$83					\$42		\$8,030	\$1,742					\$9,772
Monterey Park	Secretary to the City Manager	\$6,714	\$350		\$110	\$100		\$108		\$7,382	\$1,350	\$100	\$30			\$8,862
San Gabriel	Executive Assistant to the City Manager	\$6,481								\$6,481	\$1,568	inc	inc	\$19	\$56	\$8,124
Rosemead	Executive Assistant to the City Manager	\$6,024								\$6,024	\$1,700	inc	inc	\$36	\$52	\$7,812
Paramount	Executive Assistant	\$6,002							\$360	\$6,363	\$1,480	\$141	\$21	\$13	\$22	\$8,040
	Average	\$6,588								\$6,883						\$8,762
	% +/-	-9.8%								-8.2%						-9.0%
	Median	\$6,473								\$6,671						\$8,849
	% +/-	-7.8%								-4.8%						-10.1%
	75th Percenile	\$7,066								\$7,442						\$9,301
	% +/-	-17.7%								-17.0%						-15.7%

Median Gain/Loss

3.0%

-5.2%

**Paramount
Executive Assistant**

		Retirement Benefits					Retirement Health		Leave Benefits (Hrs/Month)				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Futer ER Contrib.	Hol	Sick	Admin	Vac Max	Total Leave
Bellflower	Executive Assistant to the City Manager	\$2,259		2% @ 55	\$443	\$11,837		\$1,475	8	8	7	17	39
Lakewood	Executive Secretary	\$1,596		2% @ 55		\$10,432		\$670	8	8	4	14	34
Lynwood	Executive Assistant	\$3,614		3% @ 60		\$11,680			11	8		13	32
Cerritos	Administrative Secretary, Conf	\$2,810		2% @ 60		\$11,171		\$1,979	8	8		15	31
Bell Gardens	Executive Assistant to the City Manager	\$682		2% @ 55		\$9,998			9	8	3	13	34
South Gate	Executive Assistant to the City Manager	\$2,201		2.7% @ 55		\$11,497		\$150	11	10	5	13	39
Santa Fe Springs	Secretary to the City Manager & City Council	\$4,300		2% @ 55		\$12,304		\$1,650	9	8		14	31
La Mirada	Executive Secretary	\$727		2% @ 55		\$10,286		\$2,694	9	6		13	28
Pico Rivera	Senior Executive Assistant	\$2,716		2% @ 60		\$12,487		\$143	7	9	5	17	38
Monterey Park	Secretary to the City Manager	\$2,522		2.7% @ 55		\$11,384		\$143	10	7	3	17	37
San Gabriel	Executive Assistant to the City Manager	\$637		2% @ 60		\$8,762		\$1,937	9	8		13	30
Rosemead	Executive Assistant to the City Manager	\$711		2% @ 55	\$373	\$8,896		\$143	9	10	5	13	38
Paramount	Executive Assistant	\$2,809		2.5% @ 55		\$10,848		\$1,480	8	8		13	29
	Average					\$10,895							34.3
	% +/-					-0.4%							-17.0%
	Median					\$11,278							34.0
	% +/-					-4.0%							-16.1%
	75th Percenile					\$11,719							37.7
	% +/-					-8.0%							-28.6%

6.1%

**Paramount
Executive Assistant**

Other Benefits

Survey Agency	Comparable Class	Vac - Annual Cashout	Vac - Retire Cashout	Tuition Reimb	Auto	Tech
Bellflower	Executive Assistant to the City Manager		320	\$208	\$300	
Lakewood	Executive Secretary		270		\$85	
Lynwood	Executive Assistant	40	550	\$125		
Cerritos	Administrative Secretary, Conf	40	352	\$233		
Bell Gardens	Executive Assistant to the City Manager	80		\$167		
South Gate	Executive Assistant to the City Manager	40	300	\$292		
Santa Fe Springs	Secretary to the City Manager & City Council	60	240	\$167		
La Mirada	Executive Secretary	80	350	\$208		\$40
Pico Rivera	Senior Executive Assistant	200	320	\$438		
Monterey Park	Secretary to the City Manager	120	500	\$292		
San Gabriel	Executive Assistant to the City Manager	40	360	\$416		
Rosemead	Executive Assistant to the City Manager	40	320	\$417	\$300	
Paramount	Executive Assistant		240	\$167		
	Average					
	% +/-					
	Median					
	% +/-					
	75th Percenile					
	% +/-					

**Paramount
Finance Director**

			Cash Supplements								Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Other Cash	HSA	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Bellflower	Director of Finance	\$15,224						\$609		\$15,833	\$1,475	\$159	\$27	\$31	\$67	\$17,591
Lakewood	Director of Finance & Admin Services	\$19,764	\$494						\$741	\$20,999	\$1,284	inc	\$18	inc	\$152	\$22,454
Lynwood	Director of Finance	\$14,247	\$712		\$400					\$15,359	\$1,128	\$117	\$10	\$13	\$33	\$16,661
Cerritos	Director of Administrative Services	\$14,158								\$14,158	\$1,979	\$120	\$21	\$0		\$16,279
Bell Gardens	Director of Finance & Admin Services	\$13,283	\$250		\$200					\$13,733	\$2,857	inc	inc			\$16,590
South Gate	Director of Administrative Services	\$13,878				\$5				\$13,883	\$1,742	\$38	\$18	\$20		\$15,701
Santa Fe Springs	Director of Finance & Admin Services	\$14,555	\$1,019					\$437		\$16,010	\$1,650		\$71	\$0	\$99	\$17,830
La Mirada	No Comparable Class															
Pico Rivera	Director of Finance	\$14,934	\$597						\$597	\$16,129	\$1,742					\$17,870
Monterey Park	Director of Management Services	\$14,219	\$350		\$175			\$108		\$14,852	\$1,375	\$130	\$30			\$16,387
San Gabriel	Finance Director	\$14,724								\$14,724	\$1,568	inc	inc	\$86	\$128	\$16,506
Rosemead	Director of Finance	\$13,557								\$13,557	\$1,700	inc	inc	\$36	\$117	\$15,409
Paramount	Finance Director	\$12,329							\$740	\$13,069	\$1,480	\$141	\$21	\$26	\$45	\$14,782
	Average	\$14,777								\$15,385						\$17,207
	% +/-	-19.9%								-17.7%						-16.4%
	Median	\$14,247								\$14,852						\$16,590
	% +/-	-15.6%								-13.6%						-12.2%
	75th Percenile	\$14,829								\$15,922						\$17,711
	% +/-	-20.3%								-21.8%						-19.8%

Median Gain/Loss

1.9%

1.4%

**Paramount
Finance Director**

		Retirement Benefits					Retirement Health		Leave Benefits (Hrs/Month)				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Futer ER Contrib.	Hol	Sick	Admin	Vac Max	Total Leave
Bellflower	Director of Finance	\$4,814		2% @55	\$738	\$23,144		\$1,475	8	8	7	17	39
Lakewood	Director of Finance & Admin Services	\$4,481		2% @55		\$26,934		\$670	8	8	5	14	35
Lynwood	Director of Finance	\$8,315		3% @60		\$24,976			11	8	6	13	38
Cerritos	Director of Administrative Services	\$6,377		2% @60		\$22,656		\$1,979	8	8		15	31
Bell Gardens	Director of Finance & Admin Services	\$1,508		2% @55		\$18,097			9	8	3	13	34
South Gate	Director of Administrative Services	\$4,261		2.7% @55		\$19,961		\$200	11	10	10	13	44
Santa Fe Springs	Director of Finance & Admin Services	\$11,026		2% @55		\$28,856		\$1,650	9	8		14	31
La Mirada	No Comparable Class												
Pico Rivera	Director of Finance	\$5,130		2% @60		\$23,001	\$149	\$143	7	9	7	14	37
Monterey Park	Director of Management Services	\$5,341		2.7% @55		\$21,728		\$143	10	7	7	17	40
San Gabriel	Finance Director	\$1,448		2% @60		\$17,954		\$1,937	9	8	5	13	35
Rosemead	Director of Finance	\$1,601		2% @55	\$738	\$17,748		\$143	9	10	7	13	39
Paramount	Finance Director	\$5,769		2.5% @55		\$20,551		\$1,480	8	8	3	13	33
	Average					\$22,278							36.7
	% +/-					-8.4%							-12.5%
	Median					\$22,656							36.8
	% +/-					-10.2%							-12.5%
	75th Percenile					\$24,060							39.3
	% +/-					-17.1%							-20.2%

2.0%

**Paramount
Finance Director**

Other Benefits

Survey Agency	Comparable Class	Vac - Annual Cashout	Vac - Retire Cashout	Tuition Reimb	Auto	Tech
Bellflower	Director of Finance		320	\$208	\$300	
Lakewood	Director of Finance & Admin Services		160			
Lynwood	Director of Finance	100	550	\$250	\$500	
Cerritos	Director of Administrative Services	40	352	\$233	\$400	
Bell Gardens	Director of Finance & Admin Services	80		\$167	\$325	\$125
South Gate	Director of Administrative Services	40	300	\$250	\$475	\$100
Santa Fe Springs	Director of Finance & Admin Services	120	240	\$167	\$500	
La Mirada	No Comparable Class					
Pico Rivera	Director of Finance	200	320	\$438	\$400	\$150
Monterey Park	Director of Management Services	120	500	\$333		
San Gabriel	Finance Director	40	360	\$416	\$488	
Rosemead	Director of Finance	40	320	\$417	\$500	
Paramount	Finance Director		240	\$167	\$350	\$20
	Average					
	% +/-					
	Median					
	% +/-					
	75th Percenile					
	% +/-					

**Paramount
Finance Supervisor**

			Cash Supplements								Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Other Cash	HSA	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Bellflower	No Comparable Class															
Lakewood	No Comparable Class															
Lynwood	Billing & Collections Supervisor	\$7,365	\$368		\$400					\$8,133	\$1,128	\$117	\$10	\$13	\$17	\$9,419
Cerritos	No Comparable Class															
Bell Gardens	No Comparable Class															
South Gate	No Comparable Class															
Santa Fe Springs	No Comparable Class															
La Mirada	No Comparable Class															
Pico Rivera	No Comparable Class															
Monterey Park	No Comparable Class															
San Gabriel	No Comparable Class															
Rosemead	No Comparable Class															
Paramount	Finance Supervisor	\$6,435							\$386	\$6,822	\$1,480	\$141	\$21	\$14	\$24	\$8,501
	Average % +/-	I.D.								I.D.						I.D.
	Median % +/-	I.D.								I.D.						I.D.
	75th Percenile % +/-	I.D.								I.D.						I.D.

Median Gain/Loss

**Paramount
Finance Supervisor**

		Retirement Benefits					Retirement Health		Leave Benefits (Hrs/Month)				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Futer ER Contrib.	Hol	Sick	Admin	Vac Max	Total Leave
Bellflower	No Comparable Class												
Lakewood	No Comparable Class												
Lynwood	Billing & Collections Supervisor	\$4,299		3% @60		\$13,717			11	8	6	13	38
Cerritos	No Comparable Class												
Bell Gardens	No Comparable Class												
South Gate	No Comparable Class												
Santa Fe Springs	No Comparable Class												
La Mirada	No Comparable Class												
Pico Rivera	No Comparable Class												
Monterey Park	No Comparable Class												
San Gabriel	No Comparable Class												
Rosemead	No Comparable Class												
Paramount	Finance Supervisor	\$3,011		2.5% @55		\$11,512		\$1,480	8	8		13	29
	Average % +/-					I.D.							I.D.
	Median % +/-					I.D.							I.D.
	75th Percenile % +/-					I.D.							I.D.

**Paramount
Finance Supervisor**

Other Benefits

Survey Agency	Comparable Class	Vac - Annual Cashout	Vac - Retire Cashout	Tuition Reimb	Auto	Tech
Bellflower	No Comparable Class					
Lakewood	No Comparable Class					
Lynwood	Billing & Collections Supervisor	100	550	\$250	\$500	
Cerritos	No Comparable Class					
Bell Gardens	No Comparable Class					
South Gate	No Comparable Class					
Santa Fe Springs	No Comparable Class					
La Mirada	No Comparable Class					
Pico Rivera	No Comparable Class					
Monterey Park	No Comparable Class					
San Gabriel	No Comparable Class					
Rosemead	No Comparable Class					
Paramount	Finance Supervisor		240	\$167		\$20
	Average					
	% +/-					
	Median					
	% +/-					
	75th Percenile					
	% +/-					

**Paramount
Finance Technician**

			Cash Supplements								Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Other Cash	HSA	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Bellflower	Accounting Technician II	\$5,298						\$212		\$5,510	\$1,475	\$159	\$27	\$11	\$23	\$7,205
Lakewood	Accounting Technician	\$5,630	\$141						\$211	\$5,982	\$1,284	inc	\$18	inc	\$43	\$7,327
Lynwood	Accounting Technician	\$4,966	\$248		\$250					\$5,464	\$1,128	\$147	\$12	\$13	\$11	\$6,776
Cerritos	Accounting Technician	\$5,825								\$5,825	\$1,979	\$120	\$21	\$0		\$7,946
Bell Gardens	Account Technician	\$4,382	\$250		\$150					\$4,782	\$2,857	inc	inc			\$7,639
South Gate	Intermediate Account Clerk	\$4,639	\$139			\$6		\$100		\$4,884	\$1,742	\$78	\$18	\$10		\$6,732
Santa Fe Springs	Account Clerk II	\$4,952	\$347					\$74		\$5,372	\$1,650		\$54	\$0	\$34	\$7,111
La Mirada	Account Technician III	\$5,625				\$58		\$67		\$5,750	\$2,694	\$177	\$32	\$18	\$39	\$8,709
Pico Rivera	Account Clerk II	\$5,056	\$83					\$42		\$5,181	\$1,742					\$6,923
Monterey Park	Senior Account Clerk	\$5,395	\$350		\$100			\$108		\$5,953	\$1,350	\$100	\$30			\$7,433
San Gabriel	Accounting Technician II	\$4,635								\$4,635	\$1,568	inc	inc	\$14	\$40	\$6,257
Rosemead	Senior Accounting Specialist	\$5,378								\$5,378	\$1,700	inc	inc	\$36	\$46	\$7,160
Paramount	Finance Technician	\$5,170							\$310	\$5,480	\$1,480	\$141	\$21	\$11	\$19	\$7,153
	Average	\$5,148								\$5,393						\$7,268
	% +/-	0.4%								1.6%						-1.6%
	Median	\$5,177								\$5,421						\$7,182
	% +/-	-0.1%								1.1%						-0.4%
	75th Percenile	\$5,452								\$5,768						\$7,485
	% +/-	-5.5%								-5.3%						-4.6%

Median Gain/Loss

1.2%

-1.5%

**Paramount
Finance Technician**

		Retirement Benefits					Retirement Health		Leave Benefits (Hrs/Month)				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Futer ER Contrib.	Hol	Sick	Admin	Vac Max	Total Leave
Bellflower	Accounting Technician II	\$1,675		2% @55	\$328	\$9,209		\$1,475	8	8		17	33
Lakewood	Accounting Technician	\$1,276		2% @55		\$8,604		\$670	8	8		14	30
Lynwood	Accounting Technician	\$2,898		3% @60		\$9,674			11	8		13	32
Cerritos	Accounting Technician	\$2,624		2% @60		\$10,569		\$1,979	8	8		15	31
Bell Gardens	Account Technician	\$497		2% @55		\$8,136			9	8		13	31
South Gate	Intermediate Account Clerk	\$1,424		2.7% @55		\$8,156		\$150	11	10	5	13	39
Santa Fe Springs	Account Clerk II	\$3,751		2% @55		\$10,862		\$1,650	9	8		14	31
La Mirada	Account Technician III	\$633		2% @55		\$9,342		\$2,694	9	6		13	28
Pico Rivera	Account Clerk II	\$1,737		2% @60		\$8,660		\$143	7	9	5	17	38
Monterey Park	Senior Account Clerk	\$2,026		2.7% @55		\$9,460		\$143	10	8		17	34
San Gabriel	Accounting Technician II	\$456		2% @60		\$6,713		\$1,937	9	8		13	30
Rosemead	Senior Accounting Specialist	\$635		2% @55	\$333	\$8,129		\$143	9	10		13	33
Paramount	Finance Technician	\$2,419		2.5% @55		\$9,572		\$1,480	8	8		13	29
	Average					\$8,959							32.5
	% +/-					6.4%							-10.9%
	Median					\$8,934							31.7
	% +/-					6.7%							-8.0%
	75th Percenile					\$9,513							33.1
	% +/-					0.6%							-12.9%

7.1%

**Paramount
Finance Technician**

Other Benefits

Survey Agency	Comparable Class	Vac - Annual Cashout	Vac - Retire Cashout	Tuition Reimb	Auto	Tech
Bellflower	Accounting Technician II		320	\$208		
Lakewood	Accounting Technician		240	\$125		
Lynwood	Accounting Technician	40	550	\$125		
Cerritos	Accounting Technician	40	352	\$233		
Bell Gardens	Account Technician	80		\$167		
South Gate	Intermediate Account Clerk	40	300	\$250		
Santa Fe Springs	Account Clerk II	52	240	\$167		
La Mirada	Account Technician III	80	350	\$208		\$40
Pico Rivera	Account Clerk II	200	320	\$438		
Monterey Park	Senior Account Clerk	120	400	\$292		
San Gabriel	Accounting Technician II	40	360	\$416		
Rosemead	Senior Accounting Specialist	40	320	\$417		
Paramount	Finance Technician		240	\$167		
	Average					
	% +/-					
	Median					
	% +/-					
	75th Percenile					
	% +/-					

Paramount Graphic Artist / Social Media Coordinator			Cash Supplements								Insurance Benefits						
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Other Cash	HSA	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.	
Bellflower	No Comparable Class																
Lakewood	Graphics and Media Technician	\$5,771	\$144						\$216	\$6,132	\$1,284	inc	\$18	inc	\$44	\$7,478	
Lynwood	Media Specialist	\$6,192	\$310		\$250					\$6,752	\$1,128	\$147	\$12	\$13	\$14	\$8,066	
Cerritos	Graphic Designer	\$6,099								\$6,099	\$1,979	\$120	\$21	\$0		\$8,220	
Bell Gardens	No Comparable Class																
South Gate	No Comparable Class																
Santa Fe Springs	Public Relations Specialist	\$5,878	\$411					\$176		\$6,465	\$1,650		\$71	\$0	\$40	\$8,226	
La Mirada	Graphics & Technology Coordinator	\$6,030				\$58		\$67		\$6,155	\$2,694	\$177	\$32	\$19	\$42	\$9,119	
Pico Rivera	No Comparable Class																
Monterey Park	No Comparable Class																
San Gabriel	No Comparable Class																
Rosemead	No Comparable Class																
Paramount	Graphic Artist / Social Media Coordinator	\$5,327							\$320	\$5,646	\$1,480	\$141	\$21	\$11	\$19	\$7,320	
	Average	\$5,994								\$6,321						\$8,222	
	% +/-	-12.5%								-11.9%						-12.3%	
	Median	\$6,030								\$6,155						\$8,220	
	% +/-	-13.2%								-9.0%						-12.3%	
	75th Percenile	\$6,099								\$6,465						\$8,226	
	% +/-	-14.5%								-14.5%						-12.4%	
Median Gain/Loss										4.2%							-3.3%

Paramount

Graphic Artist / Social Media Coordinator

		Retirement Benefits					Retirement Health		Leave Benefits (Hrs/Month)				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Futer ER Contrib.	Hol	Sick	Admin	Vac Max	Total Leave
Bellflower	No Comparable Class												
Lakewood	Graphics and Media Technician	\$1,308		2% @55		\$8,787		\$670	8	8		14	30
Lynwood	Media Specialist	\$3,614		3% @60		\$11,680			11	8		13	32
Cerritos	Graphic Designer	\$2,747		2% @60		\$10,967		\$1,979	8	8		15	31
Bell Gardens	No Comparable Class												
South Gate	No Comparable Class												
Santa Fe Springs	Public Relations Specialist	\$4,453		2% @55		\$12,679		\$1,650	9	8		14	31
La Mirada	Graphics & Technology Coordinator	\$678		2% @55		\$9,798		\$2,694	9	6		13	28
Pico Rivera	No Comparable Class												
Monterey Park	No Comparable Class												
San Gabriel	No Comparable Class												
Rosemead	No Comparable Class												
Paramount	Graphic Artist / Social Media Coordinator	\$2,492		2.5% @55		\$9,812		\$1,480	8	8		13	29
	Average					\$10,782							30.5
	% +/-					-9.9%							-3.9%
	Median					\$10,967							30.7
	% +/-					-11.8%							-4.5%
	75th Percenile					\$11,680							31.3
	% +/-					-19.0%							-6.8%

0.5%

Paramount Graphic Artist / Social Media Coordinator		Other Benefits				
Survey Agency	Comparable Class	Vac - Annual Cashout	Vac - Retire Cashout	Tuition Reimb	Auto	Tech
Bellflower	No Comparable Class					
Lakewood	Graphics and Media Technician		240	\$125		
Lynwood	Media Specialist	40	550	\$125		
Cerritos	Graphic Designer	40	352	\$233		
Bell Gardens	No Comparable Class					
South Gate	No Comparable Class					
Santa Fe Springs	Public Relations Specialist	60	240	\$167		
La Mirada	Graphics & Technology Coordinator	80	350	\$208		\$40
Pico Rivera	No Comparable Class					
Monterey Park	No Comparable Class					
San Gabriel	No Comparable Class					
Rosemead	No Comparable Class					
Paramount	Graphic Artist / Social Media Coordinator		240	\$167		
	Average					
	% +/-					
	Median					
	% +/-					
	75th Percenile					
	% +/-					

**Paramount
Human Resources Manager**

			Cash Supplements								Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Other Cash	HSA	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Bellflower	Human Resources & Risk Manager	\$12,854						\$514		\$13,368	\$1,475	\$159	\$27	\$26	\$57	\$15,111
Lakewood	Human Resources Manager	\$10,989	\$275						\$412	\$11,676	\$1,284	inc	\$18	inc	\$85	\$13,063
Lynwood	No Comparable Class															
Cerritos	Personnel/Risk Manager	\$11,947								\$11,947	\$1,979	\$120	\$21	\$0		\$14,068
Bell Gardens	Human Resources Manager	\$8,537	\$250		\$200					\$8,987	\$2,857	inc	inc			\$11,844
South Gate	Deputy Director of Admin Srvcs/HR & RM	\$11,465				\$5		\$100		\$11,570	\$1,742	\$38	\$18	\$20		\$13,388
Santa Fe Springs	Human Resources Manager	\$10,797	\$756					\$324		\$11,877	\$1,650		\$71	\$0	\$73	\$13,671
La Mirada	Human Resources Manager	\$10,320				\$58		\$67		\$10,445	\$2,694	\$177	\$32	\$32	\$72	\$13,453
Pico Rivera	No Comparable Class															
Monterey Park	No Comparable Class															
San Gabriel	No Comparable Class															
Rosemead	Human Resources Manager	\$9,089								\$9,089	\$1,700	inc	inc	\$36	\$78	\$10,903
Paramount	Human Resources Manager	\$8,848							\$531	\$9,379	\$1,480	\$141	\$21	\$19	\$32	\$11,073
	Average	\$10,750								\$11,120						\$13,188
	% +/-	-21.5%								-18.6%						-19.1%
	Median	\$10,893								\$11,623						\$13,420
	% +/-	-23.1%								-23.9%						-21.2%
	75th Percenile	\$11,586								\$11,895						\$13,771
	% +/-	-30.9%								-26.8%						-24.4%

Median Gain/Loss -0.8%

2.7%

**Paramount
Human Resources Manager**

		Retirement Benefits					Retirement Health		Leave Benefits (Hrs/Month)				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Futer ER Contrib.	Hol	Sick	Admin	Vac Max	Total Leave
Bellflower	Human Resources & Risk Manager	\$4,065		2% @55	\$738	\$19,914		\$1,475	8	8	7	17	39
Lakewood	Human Resources Manager	\$2,491		2% @55		\$15,554		\$670	8	8	4	14	34
Lynwood	No Comparable Class												
Cerritos	Personnel/Risk Manager	\$5,381		2% @60		\$19,449		\$1,979	8	8		15	31
Bell Gardens	Human Resources Manager	\$969		2% @55		\$12,813			9	8	3	13	34
South Gate	Deputy Director of Admin Srvcs/HR & RM	\$3,520		2.7% @55		\$16,907		\$150	11	10	7	13	41
Santa Fe Springs	Human Resources Manager	\$8,179		2% @55		\$21,851		\$1,650	9	8		14	31
La Mirada	Human Resources Manager	\$1,161		2% @55		\$14,614		\$2,694	9	6	1	13	30
Pico Rivera	No Comparable Class												
Monterey Park	No Comparable Class												
San Gabriel	No Comparable Class												
Rosemead	Human Resources Manager	\$1,074		2% @55	\$564	\$12,540		\$143	9	10	5	13	38
Paramount	Human Resources Manager	\$4,140		2.5% @55		\$15,213		\$1,480	8	8		13	29
	Average					\$16,705							34.7
	% +/-					-9.8%							-18.2%
	Median					\$16,231							34.0
	% +/-					-6.7%							-16.1%
	75th Percenile					\$19,565							38.0
	% +/-					-28.6%							-29.4%

14.5%

**Paramount
Human Resources Manager**

Other Benefits

Survey Agency	Comparable Class	Vac - Annual Cashout	Vac - Retire Cashout	Tuition Reimb	Auto	Tech
Bellflower	Human Resources & Risk Manager		320	\$208	\$300	
Lakewood	Human Resources Manager		270		\$245	
Lynwood	No Comparable Class					
Cerritos	Personnel/Risk Manager	40	352	\$233	\$400	
Bell Gardens	Human Resources Manager	80		\$167	\$325	\$125
South Gate	Deputy Director of Admin Srvcs/HR & RM	40	300	\$250	\$400	\$100
Santa Fe Springs	Human Resources Manager	64	240	\$167		
La Mirada	Human Resources Manager	80	350	\$208	\$275	\$40
Pico Rivera	No Comparable Class					
Monterey Park	No Comparable Class					
San Gabriel	No Comparable Class					
Rosemead	Human Resources Manager	40	320	\$417	\$300	
Paramount	Human Resources Manager		240	\$167		\$20
	Average					
	% +/-					
	Median					
	% +/-					
	75th Percenile					
	% +/-					

**Paramount
Information Technology (IT) Analyst I**

			Cash Supplements								Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Other Cash	HSA	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Bellflower	No Comparable Class															
Lakewood	No Comparable Class															
Lynwood	System Analyst	\$7,734	\$387		\$400					\$8,521	\$1,128	\$117	\$10	\$13	\$18	\$9,807
Cerritos	Information Technology Analyst	\$8,048								\$8,048	\$1,979	\$120	\$21	\$0		\$10,169
Bell Gardens	No Comparable Class															
South Gate	Information Systems Coordinator	\$5,310	\$159			\$6		\$100		\$5,575	\$1,742	\$78	\$18	\$10		\$7,423
Santa Fe Springs	Systems Analyst	\$7,952	\$557					\$119		\$8,628	\$1,650		\$54	\$0	\$54	\$10,387
La Mirada	No Comparable Class															
Pico Rivera	No Comparable Class															
Monterey Park	Information Systems Specialist	\$8,515	\$350		\$110			\$108		\$9,083	\$1,350	\$100	\$30			\$10,563
San Gabriel	Information Systems Specialist	\$7,951								\$7,951	\$1,568	inc	inc	\$23	\$69	\$9,611
Rosemead	No Comparable Class															
Paramount	Information Technology (IT) Analyst I	\$5,826							\$350	\$6,175	\$1,480	\$141	\$21	\$12	\$21	\$7,851
	Average	\$7,585								\$7,968						\$9,660
	% +/-	-30.2%								-29.0%						-23.0%
	Median	\$7,952								\$8,284						\$9,988
	% +/-	-36.5%								-34.1%						-27.2%
	75th Percenile	\$8,024								\$8,601						\$10,332
	% +/-	-37.7%								-39.3%						-31.6%

Median Gain/Loss

2.3%

6.9%

Paramount Information Technology (IT) Analyst I		Retirement Benefits					Retirement Health		Leave Benefits (Hrs/Month)				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Futer ER Contrib.	Hol	Sick	Admin	Vac Max	Total Leave
Bellflower	No Comparable Class												
Lakewood	No Comparable Class												
Lynwood	System Analyst	\$4,514		3% @60		\$14,321			11	8	6	13	38
Cerritos	Information Technology Analyst	\$3,625		2% @60		\$13,794		\$1,979	8	8		15	31
Bell Gardens	No Comparable Class												
South Gate	Information Systems Coordinator	\$1,630		2.7% @55		\$9,053		\$150	11	10	5	13	39
Santa Fe Springs	Systems Analyst	\$6,024		2% @55		\$16,411		\$1,650	9	8		14	31
La Mirada	No Comparable Class												
Pico Rivera	No Comparable Class												
Monterey Park	Information Systems Specialist	\$3,198		2.7% @55		\$13,762		\$143	10	7	3	17	37
San Gabriel	Information Systems Specialist	\$782		2% @60		\$10,393		\$1,937	9	8		13	30
Rosemead	No Comparable Class												
Paramount	Information Technology (IT) Analyst I	\$2,726		2.5% @55		\$10,577		\$1,480	8	8		13	29
	Average					\$12,956							34.3
	% +/-					-22.5%							-17.1%
	Median					\$13,778							34.2
	% +/-					-30.3%							-16.6%
	75th Percenile					\$14,189							37.6
	% +/-					-34.1%							-28.3%

-3.0%

Paramount Information Technology (IT) Analyst I		Other Benefits				
Survey Agency	Comparable Class	Vac - Annual Cashout	Vac - Retire Cashout	Tuition Reimb	Auto	Tech
Bellflower	No Comparable Class					
Lakewood	No Comparable Class					
Lynwood	System Analyst	100	550	\$250	\$500	
Cerritos	Information Technology Analyst	40	352	\$233		
Bell Gardens	No Comparable Class					
South Gate	Information Systems Coordinator	40	300	\$250		
Santa Fe Springs	Systems Analyst	52	240	\$167		
La Mirada	No Comparable Class					
Pico Rivera	No Comparable Class					
Monterey Park	Information Systems Specialist	120	500	\$292		
San Gabriel	Information Systems Specialist	40	360	\$416		
Rosemead	No Comparable Class					
Paramount	Information Technology (IT) Analyst I		240	\$167		
	Average % +/-					
	Median % +/-					
	75th Percenile % +/-					

Paramount Information Technology (IT) Manager			Cash Supplements								Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Other Cash	HSA	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Bellflower	No Comparable Class															
Lakewood	IT Services Manager	\$9,944	\$249						\$373	\$10,566	\$1,284	inc	\$18	inc	\$77	\$11,944
Lynwood	No Comparable Class															
Cerritos	No Comparable Class															
Bell Gardens	No Comparable Class															
South Gate	Information Systems Administrator	\$8,628	\$259			\$6		\$100		\$8,993	\$1,742	\$38	\$18	\$10		\$10,800
Santa Fe Springs	No Comparable Class															
La Mirada	No Comparable Class															
Pico Rivera	No Comparable Class															
Monterey Park	No Comparable Class															
San Gabriel	No Comparable Class															
Rosemead	No Comparable Class															
Paramount	Information Technology (IT) Manager	\$7,546							\$453	\$7,999	\$1,480	\$141	\$21	\$16	\$28	\$9,685
	Average % +/-	I.D.								I.D.						I.D.
	Median % +/-	I.D.								I.D.						I.D.
	75th Percenile % +/-	I.D.								I.D.						I.D.

Median Gain/Loss

Paramount Information Technology (IT) Manager		Retirement Benefits					Retirement Health		Leave Benefits (Hrs/Month)				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Futer ER Contrib.	Hol	Sick	Admin	Vac Max	Total Leave
Bellflower	No Comparable Class												
Lakewood	IT Services Manager	\$2,254		2% @55		\$14,199		\$670	8	8	4	14	34
Lynwood	No Comparable Class												
Cerritos	No Comparable Class												
Bell Gardens	No Comparable Class												
South Gate	Information Systems Administrator	\$2,649		2.7% @55		\$13,449		\$150	11	10	5	13	39
Santa Fe Springs	No Comparable Class												
La Mirada	No Comparable Class												
Pico Rivera	No Comparable Class												
Monterey Park	No Comparable Class												
San Gabriel	No Comparable Class												
Rosemead	No Comparable Class												
Paramount	Information Technology (IT) Manager	\$3,531		2.5% @55		\$13,215		\$1,480	8	8		13	29
	Average % +/-					I.D.							I.D.
	Median % +/-					I.D.							I.D.
	75th Percenile % +/-					I.D.							I.D.

Paramount Information Technology (IT) Manager		Other Benefits				
Survey Agency	Comparable Class	Vac - Annual Cashout	Vac - Retire Cashout	Tuition Reimb	Auto	Tech
Bellflower	No Comparable Class					
Lakewood	IT Services Manager		270		\$245	
Lynwood	No Comparable Class					
Cerritos	No Comparable Class					
Bell Gardens	No Comparable Class					
South Gate	Information Systems Administrator	40	300	\$292		
Santa Fe Springs	No Comparable Class					
La Mirada	No Comparable Class					
Pico Rivera	No Comparable Class					
Monterey Park	No Comparable Class					
San Gabriel	No Comparable Class					
Rosemead	No Comparable Class					
Paramount	Information Technology (IT) Manager		240	\$167		\$20
	Average					
	% +/-					
	Median					
	% +/-					
	75th Percenile					
	% +/-					

**Paramount
Maintenance Supervisor**

			Cash Supplements								Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Other Cash	HSA	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Bellflower	Public Works Division Head - Streets	\$8,630						\$345		\$8,975	\$1,475	\$159	\$27	\$17	\$38	\$10,691
Lakewood	Tree & Hardscape Supervisor	\$7,969	\$199						\$299	\$8,467	\$1,284	inc	\$18	inc	\$61	\$9,831
Lynwood	Public Works Operations Supervisor	\$7,734	\$387	\$17	\$150					\$8,287	\$1,128	\$117	\$10	\$13	\$18	\$9,574
Cerritos	Maintenance Supervisor	\$7,477								\$7,477	\$1,979	\$120	\$21	\$0		\$9,598
Bell Gardens	Public Works Supervisor	\$6,409	\$250	\$54	\$300					\$7,013	\$2,857	inc	inc			\$9,870
South Gate	Street Foreman	\$7,064	\$212			\$6		\$100		\$7,382	\$1,742	\$78	\$18	\$10		\$9,230
Santa Fe Springs	Streets & Grounds Maintenance Supervisor	\$7,488	\$524					\$112		\$8,124	\$1,650		\$54	\$0	\$51	\$9,880
La Mirada	Maintenance Supervisor	\$7,071				\$58		\$67		\$7,196	\$2,694	\$177	\$32	\$22	\$49	\$10,171
Pico Rivera	Supervisor	\$8,636	\$83	\$17				\$42		\$8,778	\$1,742					\$10,519
Monterey Park	Public Works Maintenance Supervisor	\$7,841	\$350	\$67	\$175			\$108		\$8,541	\$1,350	\$100	\$30			\$10,021
San Gabriel	No Comparable Class															
Rosemead	No Comparable Class															
Paramount	Maintenance Supervisor	\$6,435							\$386	\$6,822	\$1,480	\$141	\$21	\$14	\$24	\$8,501
	Average	\$7,632								\$8,024						\$9,938
	% +/-	-18.6%								-17.6%						-16.9%
	Median	\$7,611								\$8,206						\$9,875
	% +/-	-18.3%								-20.3%						-16.2%
	75th Percenile	\$7,937								\$8,523						\$10,133
	% +/-	-23.3%								-24.9%						-19.2%

Median Gain/Loss -2.0%

4.1%

**Paramount
Maintenance Supervisor**

		Retirement Benefits					Retirement Health		Leave Benefits (Hrs/Month)				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Futer ER Contrib.	Hol	Sick	Admin	Vac Max	Total Leave
Bellflower	Public Works Division Head - Streets	\$2,729		2%@55	\$535	\$13,956		\$1,475	8	8	7	17	39
Lakewood	Tree & Hardscape Supervisor	\$1,807		2%@55		\$11,637		\$670	8	8	4	14	34
Lynwood	Public Works Operations Supervisor	\$4,514		3%@60		\$14,088			11	8	6	13	38
Cerritos	Maintenance Supervisor	\$3,368		2%@60		\$12,965		\$1,979	8	8		15	31
Bell Gardens	Public Works Supervisor	\$728		2%@55		\$10,597			13	8		13	34
South Gate	Street Foreman	\$2,169		2.7%@55		\$11,398		\$150	11	10	5	13	39
Santa Fe Springs	Streets & Grounds Maintenance Supervisor	\$5,672		2%@55		\$15,552		\$1,650	9	8		14	31
La Mirada	Maintenance Supervisor	\$795		2%@55		\$10,966		\$2,694	9	6	1	13	30
Pico Rivera	Supervisor	\$2,967		2%@60		\$13,486		\$143	7	9	5	17	38
Monterey Park	Public Works Maintenance Supervisor	\$2,945		2.7%@55		\$12,966		\$143	10	7	3	17	37
San Gabriel	No Comparable Class												
Rosemead	No Comparable Class												
Paramount	Maintenance Supervisor	\$3,011		2.5%@55		\$11,512		\$1,480	8	8		13	29
	Average					\$12,761							35.2
	% +/-					-10.8%							-19.8%
	Median					\$12,966							35.6
	% +/-					-12.6%							-21.3%
	75th Percenile					\$13,838							38.3
	% +/-					-20.2%							-30.5%

3.5%

**Paramount
Maintenance Supervisor**

Other Benefits

Survey Agency	Comparable Class	Vac - Annual Cashout	Vac - Retire Cashout	Tuition Reimb	Auto	Tech
Bellflower	Public Works Division Head - Streets		320	\$208		
Lakewood	Tree & Hardscape Supervisor		270		\$85	
Lynwood	Public Works Operations Supervisor	100	540	\$250	\$500	
Cerritos	Maintenance Supervisor	40	352	\$233		
Bell Gardens	Public Works Supervisor	80		\$167		\$125
South Gate	Street Foreman	40	300	\$250		
Santa Fe Springs	Streets & Grounds Maintenance Supervisor	52	240	\$167		
La Mirada	Maintenance Supervisor	80	350	\$208		\$40
Pico Rivera	Supervisor	200	320	\$438		
Monterey Park	Public Works Maintenance Supervisor	120	500	\$333		
San Gabriel	No Comparable Class					
Rosemead	No Comparable Class					
Paramount	Maintenance Supervisor		240	\$167		\$20
	Average					
	% +/-					
	Median					
	% +/-					
	75th Percenile					
	% +/-					

**Paramount
Maintenance Worker**

			Cash Supplements								Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Other Cash	HSA	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Bellflower	Maintenance Worker II	\$5,194		\$16				\$208		\$5,418	\$1,475	\$159	\$27	\$10	\$23	\$7,112
Lakewood	Maintenance Worker	\$4,850	\$121	\$13					\$182	\$5,166	\$1,284	inc	\$18	inc	\$37	\$6,505
Lynwood	Street Maintenance Worker	\$4,876	\$244	\$17	\$250					\$5,386	\$1,128	\$147	\$12	\$13	\$11	\$6,698
Cerritos	Maintenance Mechanic II	\$5,825		\$12						\$5,837	\$1,979	\$120	\$21	\$0		\$7,958
Bell Gardens	Maintenance Worker	\$4,291	\$250	\$54	\$300					\$4,895	\$2,857	inc	inc			\$7,752
South Gate	Street Maintenance Worker	\$4,862	\$146			\$6		\$100		\$5,114	\$1,742	\$78	\$18	\$10		\$6,962
Santa Fe Springs	Maintenance Worker	\$4,952	\$347					\$74		\$5,372	\$1,650		\$54	\$0	\$34	\$7,111
La Mirada	Maintenance II	\$5,042		\$17		\$58		\$67		\$5,183	\$2,694	\$177	\$32	\$16	\$35	\$8,137
Pico Rivera	Maintenance Worker II	\$5,207	\$83	\$17				\$42		\$5,349	\$1,742					\$7,090
Monterey Park	Maintenance Worker	\$4,692	\$350	\$54	\$100			\$108		\$5,305	\$1,350	\$100	\$30			\$6,785
San Gabriel	Maintenance Worker II	\$4,770		\$17						\$4,787	\$1,568	inc	inc	\$14	\$41	\$6,410
Rosemead	Maintenance Worker	\$4,649								\$4,649	\$1,700	inc	inc	\$36	\$40	\$6,425
Paramount	Maintenance Worker	\$4,634							\$278	\$4,912	\$1,480	\$141	\$21	\$10	\$17	\$6,581
	Average	\$4,934								\$5,205						\$7,079
	% +/-	-6.5%								-6.0%						-7.6%
	Median	\$4,869								\$5,244						\$7,026
	% +/-	-5.1%								-6.8%						-6.8%
	75th Percenile	\$5,080								\$5,376						\$7,272
	% +/-	-9.6%								-9.4%						-10.5%

Median Gain/Loss -1.7%

-0.0%

**Paramount
Maintenance Worker**

		Retirement Benefits					Retirement Health		Leave Benefits (Hrs/Month)				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Futer ER Contrib.	Hol	Sick	Admin	Vac Max	Total Leave
Bellflower	Maintenance Worker II	\$1,643		2% @55	\$322	\$9,077		\$1,475	8	8		17	33
Lakewood	Maintenance Worker	\$1,100		2% @55		\$7,605		\$670	8	8		14	30
Lynwood	Street Maintenance Worker	\$2,846		3% @60		\$9,544			11	8		13	32
Cerritos	Maintenance Mechanic II	\$2,624		2% @60		\$10,581		\$1,979	8	8		15	31
Bell Gardens	Maintenance Worker	\$487		2% @55		\$8,239			9	8		13	30
South Gate	Street Maintenance Worker	\$1,493		2.7% @55		\$8,454		\$150	11	10	5	13	39
Santa Fe Springs	Maintenance Worker	\$3,751		2% @55		\$10,862		\$1,650	9	8		14	31
La Mirada	Maintenance II	\$567		2% @55		\$8,704		\$2,694	9	6		13	28
Pico Rivera	Maintenance Worker II	\$1,789		2% @60		\$8,879		\$143	7	9	5	17	38
Monterey Park	Maintenance Worker	\$1,762		2.7% @55		\$8,547		\$143	10	8		17	34
San Gabriel	Maintenance Worker II	\$469		2% @60		\$6,879		\$1,937	9	8		13	30
Rosemead	Maintenance Worker	\$549		2% @55	\$288	\$7,262		\$143	9	10		13	33
Paramount	Maintenance Worker	\$2,168		2.5% @55		\$8,750		\$1,480	8	8		13	29
	Average					\$8,719							32.5
	% +/-					0.3%							-10.7%
	Median					\$8,626							31.7
	% +/-					1.4%							-8.0%
	75th Percenile					\$9,194							33.1
	% +/-					-5.1%							-12.9%

8.2%

Paramount Maintenance Worker		Other Benefits				
Survey Agency	Comparable Class	Vac - Annual Cashout	Vac - Retire Cashout	Tuition Reimb	Auto	Tech
Bellflower	Maintenance Worker II		320	\$208		
Lakewood	Maintenance Worker		240	\$125		
Lynwood	Street Maintenance Worker	40	550	\$125		
Cerritos	Maintenance Mechanic II	40	352	\$233		
Bell Gardens	Maintenance Worker	80		\$167		
South Gate	Street Maintenance Worker	40	300	\$250		
Santa Fe Springs	Maintenance Worker	52	240	\$167		
La Mirada	Maintenance II	80	350	\$208		\$40
Pico Rivera	Maintenance Worker II	200	320	\$438		
Monterey Park	Maintenance Worker	120	400	\$292		
San Gabriel	Maintenance Worker II	40	360	\$416		
Rosemead	Maintenance Worker	40	320	\$417		
Paramount	Maintenance Worker		240	\$167		
	Average					
	% +/-					
	Median					
	% +/-					
	75th Percenile					
	% +/-					

**Paramount
Management Analyst**

			Cash Supplements								Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Other Cash	HSA	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Bellflower	Management Analyst II	\$7,506						\$300		\$7,806	\$1,475	\$159	\$27	\$15	\$33	\$9,515
Lakewood	No Comparable Class															
Lynwood	Administrative Analyst II	\$6,624	\$331		\$400					\$7,355	\$1,128	\$117	\$10	\$13	\$15	\$8,639
Cerritos	Management Analyst	\$7,649								\$7,649	\$1,979	\$120	\$21	\$0		\$9,770
Bell Gardens	Management Analyst	\$5,860	\$250		\$200					\$6,310	\$2,857	inc	inc			\$9,167
South Gate	Administrative Analyst	\$6,967	\$209			\$6		\$100		\$7,282	\$1,742	\$38	\$18	\$10		\$9,090
Santa Fe Springs	Management Analyst II	\$7,251	\$508					\$109		\$7,867	\$1,650		\$54	\$0	\$49	\$9,621
La Mirada	Administrative Analyst II	\$6,530				\$58		\$67		\$6,655	\$2,694	\$177	\$32	\$20	\$46	\$9,624
Pico Rivera	Analyst	\$8,475	\$83					\$42		\$8,600	\$1,742					\$10,342
Monterey Park	Management Analyst	\$6,464	\$350		\$100			\$108		\$7,022	\$1,350	\$100	\$30			\$8,502
San Gabriel	Management Analyst	\$7,243								\$7,243	\$1,568	inc	inc	\$21	\$63	\$8,895
Rosemead	Management Analyst	\$6,243								\$6,243	\$1,700	inc	inc	\$36	\$54	\$8,032
Paramount	Management Analyst	\$6,435							\$386	\$6,822	\$1,480	\$141	\$21	\$14	\$24	\$8,501
	Average	\$6,983								\$7,276						\$9,200
	% +/-	-8.5%								-6.7%						-8.2%
	Median	\$6,967								\$7,282						\$9,167
	% +/-	-8.3%								-6.8%						-7.8%
	75th Percenile	\$7,378								\$7,728						\$9,622
	% +/-	-14.7%								-13.3%						-13.2%

Median Gain/Loss

1.5%

-1.1%

**Paramount
Management Analyst**

		Retirement Benefits					Retirement Health		Leave Benefits (Hrs/Month)				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Futer ER Contrib.	Hol	Sick	Admin	Vac Max	Total Leave
Bellflower	Management Analyst II	\$2,374		2% @55	\$465	\$12,354		\$1,475	8	8	7	17	39
Lakewood	No Comparable Class												
Lynwood	Administrative Analyst II	\$3,866		3% @60		\$12,505			11	8	6	13	38
Cerritos	Management Analyst	\$3,445		2% @60		\$13,215		\$1,979	8	8		15	31
Bell Gardens	Management Analyst	\$665		2% @55		\$9,832			9	8	3	13	34
South Gate	Administrative Analyst	\$2,139		2.7% @55		\$11,228		\$150	11	10	5	13	39
Santa Fe Springs	Management Analyst II	\$5,493		2% @55		\$15,113		\$1,650	9	8		14	31
La Mirada	Administrative Analyst II	\$735		2% @55		\$10,359		\$2,694	9	6	1	13	30
Pico Rivera	Analyst	\$2,912		2% @60		\$13,253		\$143	7	9	5	17	38
Monterey Park	Management Analyst	\$2,428		2.7% @55		\$10,930		\$143	10	8		17	34
San Gabriel	Management Analyst	\$712		2% @60		\$9,607		\$1,937	9	8	3	13	33
Rosemead	Management Analyst	\$737		2% @55	\$387	\$9,157		\$143	9	10	5	13	38
Paramount	Management Analyst	\$3,011		2.5% @55		\$11,512		\$1,480	8	8		13	29
	Average					\$11,596							35.0
	% +/-					-0.7%							-19.3%
	Median					\$11,228							34.4
	% +/-					2.5%							-17.3%
	75th Percenile					\$12,860							38.1
	% +/-					-11.7%							-30.0%

10.3%

**Paramount
Management Analyst**

Other Benefits

Survey Agency	Comparable Class	Vac - Annual Cashout	Vac - Retire Cashout	Tuition Reimb	Auto	Tech
Bellflower	Management Analyst II		320	\$208		
Lakewood	No Comparable Class					
Lynwood	Administrative Analyst II	100	550	\$250	\$500	
Cerritos	Management Analyst	40	352	\$233		
Bell Gardens	Management Analyst	80		\$167		
South Gate	Administrative Analyst	40	300	\$292		
Santa Fe Springs	Management Analyst II	52	240	\$167		
La Mirada	Administrative Analyst II	80	350	\$208	\$125	\$40
Pico Rivera	Analyst	200	320	\$438		
Monterey Park	Management Analyst	120	400	\$292		
San Gabriel	Management Analyst	40	360	\$416		
Rosemead	Management Analyst	40	320	\$417	\$300	
Paramount	Management Analyst		240	\$167		
	Average					
	% +/-					
	Median					
	% +/-					
	75th Percenile					
	% +/-					

**Paramount
Management Analyst II**

			Cash Supplements								Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Other Cash	HSA	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Bellflower	Senior Management Analyst	\$8,717						\$349		\$9,066	\$1,475	\$159	\$27	\$18	\$38	\$10,782
Lakewood	Senior Management Analyst	\$7,780	\$195						\$292	\$8,266	\$1,284	inc	\$18	inc	\$60	\$9,628
Lynwood	Administrative Analyst III	\$7,734	\$387		\$400					\$8,521	\$1,128	\$117	\$10	\$13	\$18	\$9,807
Cerritos	No Comparable Class															
Bell Gardens	Senior Management Analyst	\$7,541	\$250		\$200					\$7,991	\$2,857	inc	inc			\$10,848
South Gate	Senior Administrative Analyst	\$8,060	\$242			\$6		\$100		\$8,408	\$1,742	\$38	\$18	\$10		\$10,215
Santa Fe Springs	Senior Management Analyst	\$8,044	\$563					\$241		\$8,848	\$1,650		\$71	\$0	\$55	\$10,624
La Mirada	Senior Administrative Analyst	\$7,581				\$58		\$67		\$7,706	\$2,694	\$177	\$32	\$24	\$53	\$10,686
Pico Rivera	Senior Analyst	\$9,963	\$83					\$42		\$10,088	\$1,742					\$11,830
Monterey Park	Senior Management Analyst	\$7,604	\$350		\$100			\$108		\$8,162	\$1,350	\$100	\$30			\$9,642
San Gabriel	No Comparable Class															
Rosemead	Senior Management Analyst	\$7,035								\$7,035	\$1,700	inc	inc	\$36	\$61	\$8,831
Paramount	Management Analyst II	\$6,969							\$418	\$7,387	\$1,480	\$141	\$21	\$15	\$26	\$9,069
	Average	\$8,006								\$8,409						\$10,289
	% +/-	-14.9%								-13.8%						-13.5%
	Median	\$7,757								\$8,337						\$10,419
	% +/-	-11.3%								-12.9%						-14.9%
	75th Percenile	\$8,056								\$8,766						\$10,758
	% +/-	-15.6%								-18.7%						-18.6%

Median Gain/Loss -1.6%

-2.0%

**Paramount
Management Analyst II**

		Retirement Benefits					Retirement Health		Leave Benefits (Hrs/Month)				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Futer ER Contrib.	Hol	Sick	Admin	Vac Max	Total Leave
Bellflower	Senior Management Analyst	\$2,757		2% @55	\$540	\$14,080		\$1,475	8	8	7	17	39
Lakewood	Senior Management Analyst	\$1,764		2% @55		\$11,392		\$670	8	8	4	14	34
Lynwood	Administrative Analyst III	\$4,514		3% @60		\$14,321			11	8	6	13	38
Cerritos	No Comparable Class												
Bell Gardens	Senior Management Analyst	\$856		2% @55		\$11,704			9	8	3	13	34
South Gate	Senior Administrative Analyst	\$2,475		2.7% @55		\$12,690		\$150	11	10	5	13	39
Santa Fe Springs	Senior Management Analyst	\$6,093		2% @55		\$16,717		\$1,650	9	8		14	31
La Mirada	Senior Administrative Analyst	\$853		2% @55		\$11,539		\$2,694	9	6	1	13	30
Pico Rivera	Senior Analyst	\$3,423		2% @60		\$15,252		\$143	7	9	5	17	38
Monterey Park	Senior Management Analyst	\$2,856		2.7% @55		\$12,499		\$143	10	8		17	34
San Gabriel	No Comparable Class												
Rosemead	Senior Management Analyst	\$831		2% @55	\$436	\$10,098		\$143	9	10	5	13	38
Paramount	Management Analyst II	\$3,261		2.5% @55		\$12,330		\$1,480	8	8		13	29
	Average					\$13,029							35.6
	% +/-					-5.7%							-21.3%
	Median					\$12,594							36.0
	% +/-					-2.1%							-22.6%
	75th Percenile					\$14,261							38.3
	% +/-					-15.7%							-30.5%

12.7%

**Paramount
Management Analyst II**

Other Benefits

Survey Agency	Comparable Class	Vac - Annual Cashout	Vac - Retire Cashout	Tuition Reimb	Auto	Tech
Bellflower	Senior Management Analyst		320	\$208		
Lakewood	Senior Management Analyst		270		\$85	
Lynwood	Administrative Analyst III	100	550	\$250	\$500	
Cerritos	No Comparable Class					
Bell Gardens	Senior Management Analyst	80		\$167		
South Gate	Senior Administrative Analyst	40	300	\$292		
Santa Fe Springs	Senior Management Analyst	60	240	\$167		
La Mirada	Senior Administrative Analyst	80	350	\$208	\$125	\$40
Pico Rivera	Senior Analyst	200	320	\$438		
Monterey Park	Senior Management Analyst	120	400	\$292		
San Gabriel	No Comparable Class					
Rosemead	Senior Management Analyst	40	320	\$417	\$300	
Paramount	Management Analyst II		240	\$167		
	Average					
	% +/-					
	Median					
	% +/-					
	75th Percenile					
	% +/-					

**Paramount
Office Assistant II**

			Cash Supplements								Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Other Cash	HSA	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Bellflower	Office Assistant	\$3,354						\$134		\$3,488	\$1,475	\$159	\$27	\$7	\$15	\$5,170
Lakewood	Intermediate Clerk Typist	\$4,182	\$105						\$157	\$4,443	\$1,284	inc	\$18	inc	\$32	\$5,778
Lynwood	Office Assistant II	\$3,551	\$178		\$250					\$3,979	\$1,128	\$147	\$12	\$13	\$8	\$5,287
Cerritos	Secretary/Receptionist	\$4,954								\$4,954	\$1,979	\$120	\$21	\$0		\$7,075
Bell Gardens	Clerk Typist	\$3,687	\$250		\$150					\$4,087	\$2,857	inc	inc			\$6,944
South Gate	Office Assistant	\$4,394	\$132			\$6		\$100		\$4,632	\$1,742	\$78	\$18	\$10		\$6,480
Santa Fe Springs	No Comparable Class															
La Mirada	Administrative Clerk	\$4,050				\$58		\$67		\$4,175	\$2,694	\$177	\$32	\$13	\$28	\$7,119
Pico Rivera	Administrative Clerk	\$4,677	\$83					\$42		\$4,802	\$1,742					\$6,544
Monterey Park	Senior Clerk Typist	\$4,509	\$350		\$100			\$108		\$5,067	\$1,350	\$100	\$30			\$6,547
San Gabriel	Administrative Assistant II	\$4,635								\$4,635	\$1,568	inc	inc	\$14	\$40	\$6,257
Rosemead	No Comparable Class															
Paramount	Office Assistant II	\$4,634							\$278	\$4,912	\$1,480	\$141	\$21	\$10	\$17	\$6,581
	Average	\$4,199								\$4,426						\$6,320
	% +/-	9.4%								9.9%						4.0%
	Median	\$4,288								\$4,538						\$6,512
	% +/-	7.5%								7.6%						1.1%
	75th Percenile	\$4,604								\$4,760						\$6,844
	% +/-	0.7%								3.1%						-4.0%

Median Gain/Loss

0.2%

-6.6%

**Paramount
Office Assistant II**

Survey Agency	Comparable Class	Retirement Benefits					Retirement Health		Leave Benefits (Hrs/Month)				
		Emp. Ret.	EE Cont to ER	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Futer ER Contrib.	Hol	Sick	Admin	Vac Max	Total Leave
Bellflower	Office Assistant	\$1,061		2% @55	\$208	\$6,439		\$1,475	8	8		17	33
Lakewood	Intermediate Clerk Typist	\$948		2% @55		\$6,726		\$670	8	8		14	30
Lynwood	Office Assistant II	\$2,073		3% @60		\$7,360			11	8		13	32
Cerritos	Secretary/Receptionist	\$2,231		2% @60		\$9,306		\$1,979	8	8		15	31
Bell Gardens	Clerk Typist	\$419		2% @55		\$7,362			9	8		13	31
South Gate	Office Assistant	\$1,349		2.7% @55		\$7,829		\$150	11	10	5	13	39
Santa Fe Springs	No Comparable Class												
La Mirada	Administrative Clerk	\$456		2% @55		\$7,575		\$2,694	9	6		13	28
Pico Rivera	Administrative Clerk	\$1,607		2% @60		\$8,150		\$143	7	9	5	17	38
Monterey Park	Senior Clerk Typist	\$1,694		2.7% @55		\$8,241		\$143	10	8		17	34
San Gabriel	Administrative Assistant II	\$456		2% @60		\$6,713		\$1,937	9	8		13	30
Rosemead	No Comparable Class												
Paramount	Office Assistant II	\$2,168		2.5% @55		\$8,750		\$1,480	8	8		13	29
	Average					\$7,570							32.6
	% +/-					13.5%							-11.3%
	Median					\$7,468							31.3
	% +/-					14.6%							-6.8%
	75th Percenile					\$8,070							34.0
	% +/-					7.8%							-15.8%

13.6%

**Paramount
Office Assistant II**

Other Benefits

Survey Agency	Comparable Class	Vac - Annual Cashout	Vac - Retire Cashout	Tuition Reimb	Auto	Tech
Bellflower	Office Assistant		320	\$208		
Lakewood	Intermediate Clerk Typist		240	\$125		
Lynwood	Office Assistant II	40	550	\$125		
Cerritos	Secretary/Receptionist	40	352	\$233		
Bell Gardens	Clerk Typist	80		\$167		
South Gate	Office Assistant	40	300	\$250		
Santa Fe Springs	No Comparable Class					
La Mirada	Administrative Clerk	80	350	\$208		\$40
Pico Rivera	Administrative Clerk	200	320	\$438		
Monterey Park	Senior Clerk Typist	120	400	\$292		
San Gabriel	Administrative Assistant II	40	360	\$416		
Rosemead	No Comparable Class					
Paramount	Office Assistant II		240	\$167		
	Average					
	% +/-					
	Median					
	% +/-					
	75th Percenile					
	% +/-					

**Paramount
Parking Control Officer**

			Cash Supplements								Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Other Cash	HSA	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Bellflower	Community Services Officer II	\$4,992		\$16				\$200		\$5,208	\$1,475	\$159	\$27	\$10	\$22	\$6,901
Lakewood	Parking Control Officer	\$4,977	\$124	\$13					\$187	\$5,301	\$1,284	inc	\$18	inc	\$38	\$6,641
Lynwood	Public Safety Officer	\$5,992	\$300	\$17	\$250					\$6,558	\$1,128	\$147	\$12	\$13	\$14	\$7,872
Cerritos	Parking Enforcement Officer	\$4,661		\$12						\$4,673	\$1,979	\$120	\$21	\$0		\$6,794
Bell Gardens	Community Services Officer	\$4,654	\$250		\$150					\$5,054	\$2,857	inc	inc			\$7,911
South Gate	Community Service Officer	\$4,704	\$141			\$6		\$100		\$4,951	\$1,742	\$78	\$18	\$10		\$6,799
Santa Fe Springs	Public Safety Officer	\$4,305	\$301					\$65		\$4,671	\$1,650		\$54	\$0	\$29	\$6,405
La Mirada	No Comparable Class															
Pico Rivera	Parking Enforcement Officer	\$5,035	\$83	\$17				\$42		\$5,177	\$1,742					\$6,918
Monterey Park	Community Services Officer	\$4,911	\$350	\$54	\$100			\$108		\$5,524	\$1,350	\$100	\$30			\$7,004
San Gabriel	Community Service Officer	\$4,566		\$17						\$4,583	\$1,568	inc	inc	\$13	\$40	\$6,204
Rosemead	Parking Control Officer	\$3,886								\$3,886	\$1,700	inc	inc	\$36	\$33	\$5,655
Paramount	Parking Control Officer	\$4,775							\$286	\$5,061	\$1,480	\$141	\$21	\$10	\$17	\$6,731
	Average	\$4,789								\$5,053						\$6,828
	% +/-	-0.3%								0.2%						-1.4%
	Median	\$4,704								\$5,054						\$6,799
	% +/-	1.5%								0.1%						-1.0%
	75th Percenile	\$4,985								\$5,254						\$6,961
	% +/-	-4.4%								-3.8%						-3.4%

Median Gain/Loss -1.3%

-1.1%

**Paramount
Parking Control Officer**

		Retirement Benefits					Retirement Health		Leave Benefits (Hrs/Month)				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Futer ER Contrib.	Hol	Sick	Admin	Vac Max	Total Leave
Bellflower	Community Services Officer II	\$1,579		2%@55	\$310	\$8,789		\$1,475	8	8		17	33
Lakewood	Parking Control Officer	\$1,128		2%@55		\$7,769		\$670	8	8		14	30
Lynwood	Public Safety Officer	\$3,497		3%@60		\$11,370			11	8		13	32
Cerritos	Parking Enforcement Officer	\$2,099		2%@60		\$8,893		\$1,979	8	8		15	31
Bell Gardens	Community Services Officer	\$528		2%@55		\$8,439			9	8		13	31
South Gate	Community Service Officer	\$1,444		2.7%@55		\$8,243		\$150	11	10	5	13	39
Santa Fe Springs	Public Safety Officer	\$3,261		2%@55		\$9,666		\$1,650	9	8		14	31
La Mirada	No Comparable Class												
Pico Rivera	Parking Enforcement Officer	\$1,730		2%@60		\$8,648		\$143	7	9	5	17	38
Monterey Park	Community Services Officer	\$1,845		2.7%@55		\$8,848		\$143	10	8		17	34
San Gabriel	Community Service Officer	\$449		2%@60		\$6,653		\$1,937	9	8		13	30
Rosemead	Parking Control Officer	\$459		2%@55	\$241	\$6,355		\$143	9	10		13	33
Paramount	Parking Control Officer	\$2,234		2.5%@55		\$8,965		\$1,480	8	8		13	29
	Average					\$8,516							32.9
	% +/-					5.0%							-12.2%
	Median					\$8,648							32.0
	% +/-					3.5%							-9.1%
	75th Percenile					\$8,871							33.5
	% +/-					1.1%							-14.3%

4.5%

**Paramount
Parking Control Officer**

Other Benefits

Survey Agency	Comparable Class	Vac - Annual Cashout	Vac - Retire Cashout	Tuition Reimb	Auto	Tech
Bellflower	Community Services Officer II		320	\$208		
Lakewood	Parking Control Officer		240	\$125		
Lynwood	Public Safety Officer	40	550	\$125		
Cerritos	Parking Enforcement Officer	40	352	\$233		
Bell Gardens	Community Services Officer	80		\$167		
South Gate	Community Service Officer	40	300	\$250		
Santa Fe Springs	Public Safety Officer	52	240	\$167		
La Mirada	No Comparable Class					
Pico Rivera	Parking Enforcement Officer	200	320	\$438		
Monterey Park	Community Services Officer	120	400	\$292		
San Gabriel	Community Service Officer	40	360	\$416		
Rosemead	Parking Control Officer	40	320	\$417		
Paramount	Parking Control Officer		240	\$167		
	Average					
	% +/-					
	Median					
	% +/-					
	75th Percenile					
	% +/-					

**Paramount
Payroll Technician**

			Cash Supplements								Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Other Cash	HSA	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Bellflower	Accounting Technician II (Payroll)	\$5,563						\$223		\$5,785	\$1,475	\$159	\$27	\$11	\$24	\$7,482
Lakewood	Accounting Technician	\$5,630	\$141						\$211	\$5,982	\$1,284	inc	\$18	inc	\$43	\$7,327
Lynwood	Payroll Specialist	\$6,192	\$310		\$250					\$6,752	\$1,128	\$147	\$12	\$13	\$14	\$8,066
Cerritos	Accounting Technician	\$5,825								\$5,825	\$1,979	\$120	\$21	\$0		\$7,946
Bell Gardens	Payroll Analyst	\$5,860	\$250		\$200					\$6,310	\$2,857	inc	inc			\$9,167
South Gate	Payroll Technician	\$5,202	\$156			\$6		\$100		\$5,464	\$1,742	\$78	\$18	\$10		\$7,312
Santa Fe Springs	Account Clerk III	\$5,526	\$387					\$166		\$6,079	\$1,650		\$71	\$0	\$38	\$7,837
La Mirada	Account Technician III	\$5,625				\$58		\$67		\$5,750	\$2,694	\$177	\$32	\$18	\$39	\$8,709
Pico Rivera	Account Clerk III	\$5,299	\$83					\$42		\$5,424	\$1,742					\$7,166
Monterey Park	Payroll Technician	\$5,960	\$350		\$110			\$108		\$6,528	\$1,350	\$100	\$30			\$8,008
San Gabriel	Payroll Specialist	\$5,059								\$5,059	\$1,568	inc	inc	\$15	\$44	\$6,686
Rosemead	Senior Accounting Specialist	\$5,378								\$5,378	\$1,700	inc	inc	\$36	\$46	\$7,160
Paramount	Payroll Technician	\$5,170							\$310	\$5,480	\$1,480	\$141	\$21	\$11	\$19	\$7,153
	Average	\$5,593								\$5,861						\$7,739
	% +/-	-8.2%								-7.0%						-8.2%
	Median	\$5,594								\$5,805						\$7,660
	% +/-	-8.2%								-5.9%						-7.1%
	75th Percenile	\$5,834								\$6,137						\$8,023
	% +/-	-12.8%								-12.0%						-12.2%

Median Gain/Loss

2.3%

-1.2%

**Paramount
Payroll Technician**

		Retirement Benefits					Retirement Health		Leave Benefits (Hrs/Month)				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Futer ER Contrib.	Hol	Sick	Admin	Vac Max	Total Leave
Bellflower	Accounting Technician II (Payroll)	\$1,759		2%@55	\$345	\$9,586		\$1,475	8	8		17	33
Lakewood	Accounting Technician	\$1,276		2%@55		\$8,604		\$670	8	8		14	30
Lynwood	Payroll Specialist	\$3,614		3%@60		\$11,680			11	8		13	32
Cerritos	Accounting Technician	\$2,624		2%@60		\$10,569		\$1,979	8	8		15	31
Bell Gardens	Payroll Analyst	\$665		2%@55		\$9,832			9	8	3	13	34
South Gate	Payroll Technician	\$1,597		2.7%@55		\$8,909		\$150	11	10	5	13	39
Santa Fe Springs	Account Clerk III	\$4,186		2%@55		\$12,023		\$1,650	9	8		14	31
La Mirada	Account Technician III	\$633		2%@55		\$9,342		\$2,694	9	6		13	28
Pico Rivera	Account Clerk III	\$1,820		2%@60		\$8,986		\$143	7	9	5	17	38
Monterey Park	Payroll Technician	\$2,239		2.7%@55		\$10,247		\$143	10	7	3	17	37
San Gabriel	Payroll Specialist	\$497		2%@60		\$7,183		\$1,937	9	8		13	30
Rosemead	Senior Accounting Specialist	\$635		2%@55	\$333	\$8,129		\$143	9	10		13	33
Paramount	Payroll Technician	\$2,419		2.5%@55		\$9,572		\$1,480	8	8		13	29
	Average					\$9,591							33.0
	% +/-					-0.2%							-12.6%
	Median					\$9,464							32.3
	% +/-					1.1%							-9.9%
	75th Percenile					\$10,328							34.8
	% +/-					-7.9%							-18.5%

8.2%

**Paramount
Payroll Technician**

Other Benefits

Survey Agency	Comparable Class	Vac - Annual Cashout	Vac - Retire Cashout	Tuition Reimb	Auto	Tech
Bellflower	Accounting Technician II (Payroll)		320	\$208		
Lakewood	Accounting Technician		240	\$125		
Lynwood	Payroll Specialist	40	550	\$125		
Cerritos	Accounting Technician	40	352	\$233		
Bell Gardens	Payroll Analyst	80		\$167		
South Gate	Payroll Technician	40	300	\$250		
Santa Fe Springs	Account Clerk III	60	240	\$167		
La Mirada	Account Technician III	80	350	\$208		\$40
Pico Rivera	Account Clerk III	200	320	\$438		
Monterey Park	Payroll Technician	120	500	\$292		
San Gabriel	Payroll Specialist	40	360	\$416		
Rosemead	Senior Accounting Specialist	40	320	\$417		
Paramount	Payroll Technician		240	\$167		
	Average					
	% +/-					
	Median					
	% +/-					
	75th Percenile					
	% +/-					

**Paramount
Planning Director**

			Cash Supplements								Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Other Cash	HSA	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Bellflower	Director of Planning & Building Svcs	\$14,925						\$597		\$15,522	\$1,475	\$159	\$27	\$30	\$66	\$17,279
Lakewood	Director of Community Development	\$16,787	\$420						\$630	\$17,836	\$1,284	inc	\$18	inc	\$129	\$19,268
Lynwood	Director of Community Development	\$13,400	\$670		\$400					\$14,470	\$1,128	\$117	\$10	\$13	\$31	\$15,769
Cerritos	Senior Assistant City Manager	\$16,459								\$16,459	\$1,979	\$120	\$21	\$0		\$18,580
Bell Gardens	Director of Community Development	\$13,459	\$250		\$200					\$13,909	\$2,857	inc	inc			\$16,766
South Gate	Director of Community Development	\$14,806				\$5				\$14,811	\$1,742	\$38	\$18	\$20		\$16,629
Santa Fe Springs	Director of Planning	\$13,067	\$915					\$392		\$14,373	\$1,650		\$71	\$0	\$89	\$16,183
La Mirada	Community Development Director	\$13,773				\$58		\$67		\$13,898	\$2,694	\$177	\$32	\$43	\$96	\$16,940
Pico Rivera	Director of Community & Economic Dev	\$14,934	\$597						\$597	\$16,129	\$1,742					\$17,870
Monterey Park	No Comparable Class															
San Gabriel	Community Development Director	\$14,024								\$14,024	\$1,568	inc	inc	\$82	\$122	\$15,796
Rosemead	Director of Community Development	\$13,557								\$13,557	\$1,700	inc	inc	\$36	\$117	\$15,409
Paramount	Planning Director	\$12,329							\$740	\$13,069	\$1,480	\$141	\$21	\$26	\$45	\$14,782
	Average	\$14,472								\$14,999						\$16,953
	% +/-	-17.4%								-14.8%						-14.7%
	Median	\$14,024								\$14,470						\$16,766
	% +/-	-13.7%								-10.7%						-13.4%
	75th Percenile	\$14,930								\$15,825						\$17,574
	% +/-	-21.1%								-21.1%						-18.9%

Median Gain/Loss

3.0%

-2.7%

**Paramount
Planning Director**

		Retirement Benefits					Retirement Health		Leave Benefits (Hrs/Month)				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Futer ER Contrib.	Hol	Sick	Admin	Vac Max	Total Leave
Bellflower	Director of Planning & Building Svcs	\$4,720		2%@55	\$738	\$22,736		\$1,475	8	8	7	17	39
Lakewood	Director of Community Development	\$3,806		2%@55		\$23,073		\$670	8	8	5	14	35
Lynwood	Director of Community Development	\$7,821		3%@60		\$23,590			11	8	6	13	38
Cerritos	Senior Assistant City Manager	\$7,413		2%@60		\$25,993		\$1,979	8	8		15	31
Bell Gardens	Director of Community Development	\$1,528		2%@55		\$18,293			9	8	3	13	34
South Gate	Director of Community Development	\$4,546		2.7%@55		\$21,174		\$200	11	10	10	13	44
Santa Fe Springs	Director of Planning	\$9,899		2%@55		\$26,082		\$1,650	9	8		14	31
La Mirada	Community Development Director	\$1,549		2%@55		\$18,489		\$2,694	9	6	5	13	33
Pico Rivera	Director of Community & Economic Dev	\$5,130		2%@60		\$23,001	\$149	\$143	7	9	7	14	37
Monterey Park	No Comparable Class												
San Gabriel	Community Development Director	\$1,379		2%@60		\$17,175		\$1,937	9	8	5	13	35
Rosemead	Director of Community Development	\$1,601		2%@55	\$738	\$17,748		\$143	9	10	7	13	39
Paramount	Planning Director	\$5,769		2.5%@55		\$20,551		\$1,480	8	8	3	13	33
	Average					\$21,578							36.1
	% +/-					-5.0%							-10.4%
	Median					\$22,736							35.4
	% +/-					-10.6%							-8.4%
	75th Percenile					\$23,332							38.5
	% +/-					-13.5%							-17.9%

2.8%

**Paramount
Planning Director**

Other Benefits

Survey Agency	Comparable Class	Vac - Annual Cashout	Vac - Retire Cashout	Tuition Reimb	Auto	Tech
Bellflower	Director of Planning & Building Svcs		320	\$208	\$300	
Lakewood	Director of Community Development		160			
Lynwood	Director of Community Development	100	550	\$250	\$500	
Cerritos	Senior Assistant City Manager	40	352	\$233	\$400	
Bell Gardens	Director of Community Development	80		\$167	\$325	\$125
South Gate	Director of Community Development	40	300	\$250	\$475	\$100
Santa Fe Springs	Director of Planning	120	240	\$167	\$500	
La Mirada	Community Development Director	80	350	\$208		\$40
Pico Rivera	Director of Community & Economic Dev	200	320	\$438	\$400	\$150
Monterey Park	No Comparable Class					
San Gabriel	Community Development Director	40	360	\$416	\$488	
Rosemead	Director of Community Development	40	320	\$417	\$500	
Paramount	Planning Director		240	\$167	\$350	\$20
	Average					
	% +/-					
	Median					
	% +/-					
	75th Percenile					
	% +/-					

**Paramount
Public Information Officer**

			Cash Supplements								Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Other Cash	HSA	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Bellflower	Assistant to the City Manager	\$10,323						\$413		\$10,736	\$1,475	\$159	\$27	\$21	\$45	\$12,463
Lakewood	Public Information Officer	\$10,989	\$275						\$412	\$11,676	\$1,284	inc	\$18	inc	\$85	\$13,063
Lynwood	Assistant to the City Manager	\$8,879	\$444		\$400					\$9,723	\$1,128	\$117	\$10	\$13	\$20	\$11,012
Cerritos	Public Information Manager	\$9,567								\$9,567	\$1,979	\$120	\$21	\$0		\$11,688
Bell Gardens	Senior Management Analyst	\$7,541	\$250		\$200					\$7,991	\$2,857	inc	inc			\$10,848
South Gate	No Comparable Class															
Santa Fe Springs	No Comparable Class															
La Mirada	No Comparable Class															
Pico Rivera	Public Information Officer	\$8,475	\$83					\$42		\$8,600	\$1,742					\$10,342
Monterey Park	No Comparable Class															
San Gabriel	Management Assistant	\$5,467								\$5,467	\$1,568	inc	inc	\$16	\$48	\$7,099
Rosemead	Senior Management Analyst	\$7,035								\$7,035	\$1,700	inc	inc	\$36	\$61	\$8,831
Paramount	Public Information Officer	\$8,171							\$490	\$8,662	\$1,480	\$141	\$21	\$17	\$30	\$10,351
	Average	\$8,535								\$8,849						\$10,668
	% +/-	-4.4%								-2.2%						-3.1%
	Median	\$8,677								\$9,084						\$10,930
	% +/-	-6.2%								-4.9%						-5.6%
	75th Percenile	\$9,756								\$9,976						\$11,882
	% +/-	-19.4%								-15.2%						-14.8%

Median Gain/Loss

1.3%

-0.7%

**Paramount
Public Information Officer**

		Retirement Benefits					Retirement Health		Leave Benefits (Hrs/Month)				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Futer ER Contrib.	Hol	Sick	Admin	Vac Max	Total Leave
Bellflower	Assistant to the City Manager	\$3,265		2% @55	\$640	\$16,368		\$1,475	8	8	7	17	39
Lakewood	Public Information Officer	\$2,491		2% @55		\$15,554		\$670	8	8	4	14	34
Lynwood	Assistant to the City Manager	\$5,182		3% @60		\$16,194			11	8	6	13	38
Cerritos	Public Information Manager	\$4,309		2% @60		\$15,997		\$1,979	8	8		15	31
Bell Gardens	Senior Management Analyst	\$856		2% @55		\$11,704			9	8	3	13	34
South Gate	No Comparable Class												
Santa Fe Springs	No Comparable Class												
La Mirada	No Comparable Class												
Pico Rivera	Public Information Officer	\$2,912		2% @60		\$13,253		\$143	7	9	5	17	38
Monterey Park	No Comparable Class												
San Gabriel	Management Assistant	\$538		2% @60		\$7,636		\$1,937	9	8		13	30
Rosemead	Senior Management Analyst	\$831		2% @55	\$436	\$10,098		\$143	9	10	5	13	38
Paramount	Public Information Officer	\$3,823		2.5% @55		\$14,174		\$1,480	8	8		13	29
	Average					\$13,350							35.2
	% +/-					5.8%							-20.1%
	Median					\$14,404							35.8
	% +/-					-1.6%							-22.0%
	75th Percenile					\$16,046							38.0
	% +/-					-13.2%							-29.5%

4.0%

Paramount Public Information Officer		Other Benefits				
Survey Agency	Comparable Class	Vac - Annual Cashout	Vac - Retire Cashout	Tuition Reimb	Auto	Tech
Bellflower	Assistant to the City Manager		320	\$208	\$300	
Lakewood	Public Information Officer		270		\$245	
Lynwood	Assistant to the City Manager	100	550	\$250	\$500	
Cerritos	Public Information Manager	40	352	\$233	\$400	
Bell Gardens	Senior Management Analyst	80		\$167		
South Gate	No Comparable Class					
Santa Fe Springs	No Comparable Class					
La Mirada	No Comparable Class					
Pico Rivera	Public Information Officer	200	320	\$438		
Monterey Park	No Comparable Class					
San Gabriel	Management Assistant	40	360	\$416		
Rosemead	Senior Management Analyst	40	320	\$417	\$300	
Paramount	Public Information Officer		240	\$167		\$20
	Average					
	% +/-					
	Median					
	% +/-					
	75th Percenile					
	% +/-					

**Paramount
Public Safety Director**

			Cash Supplements								Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Other Cash	HSA	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Bellflower	Director of Public Safety	\$13,919						\$557		\$14,476	\$1,475	\$159	\$27	\$28	\$61	\$16,226
Lakewood	Director of Public Safety	\$13,059	\$326						\$490	\$13,875	\$1,284	inc	\$18	inc	\$101	\$15,278
Lynwood	Public Safety Manager	\$9,346	\$467	\$17	\$150					\$9,980	\$1,128	\$117	\$10	\$13	\$21	\$11,270
Cerritos	Public Safety Manager	\$11,090								\$11,090	\$1,979	\$120	\$21	\$0		\$13,211
Bell Gardens	No Comparable Class															
South Gate	No Comparable Class															
Santa Fe Springs	Director of Police Services	\$12,329	\$863					\$370		\$13,562	\$1,650		\$71	\$0	\$84	\$15,367
La Mirada	No Comparable Class															
Pico Rivera	No Comparable Class															
Monterey Park	No Comparable Class															
San Gabriel	No Comparable Class															
Rosemead	Public Safety Manager	\$8,917								\$8,917	\$1,700	inc	inc	\$36	\$77	\$10,729
Paramount	Public Safety Director	\$12,329							\$740	\$13,069	\$1,480	\$141	\$21	\$26	\$45	\$14,782
	Average	\$11,443								\$11,983						\$13,680
	% +/-	7.2%								8.3%						7.5%
	Median	\$11,710								\$12,326						\$14,244
	% +/-	5.0%								5.7%						3.6%
	75th Percenile	\$12,877								\$13,797						\$15,345
	% +/-	-4.4%								-5.6%						-3.8%

Median Gain/Loss 0.7%

-2.0%

**Paramount
Public Safety Director**

		Retirement Benefits					Retirement Health		Leave Benefits (Hrs/Month)				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Futer ER Contrib.	Hol	Sick	Admin	Vac Max	Total Leave
Bellflower	Director of Public Safety	\$4,402		2% @55	\$738	\$21,365		\$1,475	8	8	7	17	39
Lakewood	Director of Public Safety	\$2,961		2% @55		\$18,239		\$670	8	8	5	14	35
Lynwood	Public Safety Manager	\$5,455		3% @60		\$16,725			11	8	6	13	38
Cerritos	Public Safety Manager	\$4,995		2% @60		\$18,206		\$1,979	8	8		15	31
Bell Gardens	No Comparable Class												
South Gate	No Comparable Class												
Santa Fe Springs	Director of Police Services	\$9,340		2% @55		\$24,707		\$1,650	9	8		14	31
La Mirada	No Comparable Class												
Pico Rivera	No Comparable Class												
Monterey Park	No Comparable Class												
San Gabriel	No Comparable Class												
Rosemead	Public Safety Manager	\$1,053		2% @55	\$553	\$12,335		\$143	9	10	5	13	38
Paramount	Public Safety Director	\$5,769		2.5% @55		\$20,551		\$1,480	8	8	3	13	33
	Average					\$18,596							35.3
	% +/-					9.5%							-8.2%
	Median					\$18,222							36.5
	% +/-					11.3%							-11.6%
	75th Percenile					\$20,584							37.8
	% +/-					-0.2%							-15.6%

7.7%

**Paramount
Public Safety Director**

Other Benefits

Survey Agency	Comparable Class	Vac - Annual Cashout	Vac - Retire Cashout	Tuition Reimb	Auto	Tech
Bellflower	Director of Public Safety		320	\$208	\$300	
Lakewood	Director of Public Safety		160			
Lynwood	Public Safety Manager	100	540	\$250	\$500	
Cerritos	Public Safety Manager	40	352	\$233	\$400	
Bell Gardens	No Comparable Class					
South Gate	No Comparable Class					
Santa Fe Springs	Director of Police Services	120	240	\$167	\$500	
La Mirada	No Comparable Class					
Pico Rivera	No Comparable Class					
Monterey Park	No Comparable Class					
San Gabriel	No Comparable Class					
Rosemead	Public Safety Manager	40	320	\$417	\$300	
Paramount	Public Safety Director		240	\$167	\$350	\$20
	Average					
	% +/-					
	Median					
	% +/-					
	75th Percenile					
	% +/-					

**Paramount
Public Works Director**

Public Works Director			Cash Supplements								Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Other Cash	HSA	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Bellflower	Assistant City Manager/Dir of Public Works	\$16,162						\$646		\$16,808	\$1,475	\$159	\$27	\$33	\$71	\$18,573
Lakewood	Director of Public Works	\$17,907	\$448						\$672	\$19,026	\$1,284	inc	\$18	inc	\$138	\$20,466
Lynwood	Director of Public Works	\$13,854	\$693		\$400					\$14,947	\$1,128	\$117	\$10	\$13	\$32	\$16,247
Cerritos	Dir of Public Works/City Engineer	\$14,554								\$14,554	\$1,979	\$120	\$21	\$0		\$16,675
Bell Gardens	Director of Public Works/Facilities	\$12,024	\$250		\$200					\$12,474	\$2,857	inc	inc			\$15,331
South Gate	Assistant CM/Dir of Public Works	\$16,816				\$5				\$16,821	\$1,742	\$38	\$18	\$20		\$18,639
Santa Fe Springs	Director of Public Works	\$14,555	\$1,019					\$437		\$16,010	\$1,650		\$71	\$0	\$99	\$17,830
La Mirada	Public Works Director/City Engineer	\$15,831				\$58		\$67		\$15,956	\$2,694	\$177	\$32	\$49	\$111	\$19,020
Pico Rivera	Director of Public Works	\$14,934	\$597						\$597	\$16,129	\$1,742					\$17,870
Monterey Park	Director of Public Works	\$14,219	\$350		\$175			\$108		\$14,852	\$1,375	\$130	\$30			\$16,387
San Gabriel	Public Works Director/City Engineer	\$14,724								\$14,724	\$1,568	inc	inc	\$86	\$128	\$16,506
Rosemead	Director of Public Works	\$13,557								\$13,557	\$1,700	inc	inc	\$36	\$117	\$15,409
Paramount	Public Works Director	\$12,329							\$740	\$13,069	\$1,480	\$141	\$21	\$26	\$45	\$14,782
	Average	\$14,928								\$15,488						\$17,413
	% +/-	-21.1%								-18.5%						-17.8%
	Median	\$14,639								\$15,452						\$17,253
	% +/-	-18.7%								-18.2%						-16.7%
	75th Percenile	\$15,914								\$16,299						\$18,589
	% +/-	-29.1%								-24.7%						-25.8%

Median Gain/Loss

0.5%

1.5%

**Paramount
Public Works Director**

		Retirement Benefits					Retirement Health		Leave Benefits (Hrs/Month)				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Futer ER Contrib.	Hol	Sick	Admin	Vac Max	Total Leave
Bellflower	Assistant City Manager/Dir of Public Works	\$5,111		2%@55	\$738	\$24,422		\$1,475	8	8	7	17	39
Lakewood	Director of Public Works	\$4,060		2%@55		\$24,526		\$670	8	8	5	14	35
Lynwood	Director of Public Works	\$8,086		3%@60		\$24,333			11	8	6	13	38
Cerritos	Dir of Public Works/City Engineer	\$6,555		2%@60		\$23,230		\$1,979	8	8		15	31
Bell Gardens	Director of Public Works/Facilities	\$1,365		2%@55		\$16,696			9	8	7	13	37
South Gate	Assistant CM/Dir of Public Works	\$5,163		2.7%@55		\$23,801		\$200	11	10	10	13	44
Santa Fe Springs	Director of Public Works	\$11,026		2%@55		\$28,856		\$1,650	9	8		14	31
La Mirada	Public Works Director/City Engineer	\$1,781		2%@55		\$20,800		\$2,694	9	6	5	13	33
Pico Rivera	Director of Public Works	\$5,130		2%@60		\$23,001	\$149	\$143	7	9	7	14	37
Monterey Park	Director of Public Works	\$5,341		2.7%@55		\$21,728		\$143	10	7	7	17	40
San Gabriel	Public Works Director/City Engineer	\$1,448		2%@60		\$17,954		\$1,937	9	8	5	13	35
Rosemead	Director of Public Works	\$1,601		2%@55	\$738	\$17,748		\$143	9	10	7	13	39
Paramount	Public Works Director	\$5,769		2.5%@55		\$20,551		\$1,480	8	8	3	13	33
	Average					\$22,258							36.7
	% +/-					-8.3%							-12.4%
	Median					\$23,115							37.0
	% +/-					-12.5%							-13.4%
	75th Percenile					\$24,355							39.2
	% +/-					-18.5%							-20.0%

4.2%

**Paramount
Public Works Director**

Other Benefits

Survey Agency	Comparable Class	Vac - Annual Cashout	Vac - Retire Cashout	Tuition Reimb	Auto	Tech
Bellflower	Assistant City Manager/Dir of Public Works		320	\$208	\$300	
Lakewood	Director of Public Works		160			
Lynwood	Director of Public Works	100	550	\$250	\$500	
Cerritos	Dir of Public Works/City Engineer	40	352	\$233	\$400	
Bell Gardens	Director of Public Works/Facilities	80		\$167	\$650	\$250
South Gate	Assistant CM/Dir of Public Works	40	300	\$250	\$475	\$100
Santa Fe Springs	Director of Public Works	120	240	\$167	\$500	
La Mirada	Public Works Director/City Engineer	80	350	\$208		\$40
Pico Rivera	Director of Public Works	200	320	\$438	\$400	\$150
Monterey Park	Director of Public Works	120	500	\$333		
San Gabriel	Public Works Director/City Engineer	40	360	\$416	\$488	
Rosemead	Director of Public Works	40	320	\$417	\$500	
Paramount	Public Works Director		240	\$167	\$350	\$20
	Average					
	% +/-					
	Median					
	% +/-					
	75th Percenile					
	% +/-					

**Paramount
Public Works Manager**

			Cash Supplements								Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Other Cash	HSA	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Bellflower	No Comparable Class															
Lakewood	No Comparable Class															
Lynwood	Public Works Special Projects Manager	\$12,646	\$632		\$400					\$13,678	\$1,128	\$117	\$10	\$13	\$29	\$14,976
Cerritos	Management Analyst	\$7,649								\$7,649	\$1,979	\$120	\$21	\$0		\$9,770
Bell Gardens	Administrative Services Manager	\$8,537	\$250		\$200					\$8,987	\$2,857	inc	inc			\$11,844
South Gate	No Comparable Class															
Santa Fe Springs	No Comparable Class															
La Mirada	No Comparable Class															
Pico Rivera	Principal Analyst	\$11,455	\$83					\$42		\$11,580	\$1,742					\$13,322
Monterey Park	Principal Management Analyst	\$8,902	\$350		\$175			\$108		\$9,535	\$1,350	\$100	\$30			\$11,015
San Gabriel	No Comparable Class															
Rosemead	Management Analyst	\$6,243								\$6,243	\$1,700	inc	inc	\$36	\$54	\$8,032
Paramount	Public Works Manager	\$7,546							\$453	\$7,999	\$1,480	\$141	\$21	\$16	\$28	\$9,685
	Average	\$9,239								\$9,612						\$11,493
	% +/-	-22.4%								-20.2%						-18.7%
	Median	\$8,720								\$9,261						\$11,429
	% +/-	-15.6%								-15.8%						-18.0%
	75th Percenile	\$10,817								\$11,069						\$12,952
	% +/-	-43.3%								-38.4%						-33.7%

Median Gain/Loss -0.2%

-2.2%

**Paramount
Public Works Manager**

		Retirement Benefits					Retirement Health		Leave Benefits (Hrs/Month)				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Futer ER Contrib.	Hol	Sick	Admin	Vac Max	Total Leave
Bellflower	No Comparable Class												
Lakewood	No Comparable Class												
Lynwood	Public Works Special Projects Manager	\$7,381		3% @60		\$22,357			11	8	6	13	38
Cerritos	Management Analyst	\$3,445		2% @60		\$13,215		\$1,979	8	8		15	31
Bell Gardens	Administrative Services Manager	\$969		2% @55		\$12,813			9	8	3	13	34
South Gate	No Comparable Class												
Santa Fe Springs	No Comparable Class												
La Mirada	No Comparable Class												
Pico Rivera	Principal Analyst	\$3,935		2% @60		\$17,257		\$143	7	9	5	17	38
Monterey Park	Principal Management Analyst	\$3,344		2.7% @55		\$14,359		\$143	10	7	3	17	37
San Gabriel	No Comparable Class												
Rosemead	Management Analyst	\$737		2% @55	\$387	\$9,157		\$143	9	10		13	33
Paramount	Public Works Manager	\$3,531		2.5% @55		\$13,215		\$1,480	8	8		13	29
	Average					\$14,860							35.1
	% +/-					-12.4%							-19.6%
	Median					\$13,787							35.5
	% +/-					-4.3%							-21.2%
	75th Percenile					\$16,532							37.6
	% +/-					-25.1%							-28.3%

13.7%

**Paramount
Public Works Manager**

Other Benefits

Survey Agency	Comparable Class	Vac - Annual Cashout	Vac - Retire Cashout	Tuition Reimb	Auto	Tech
Bellflower	No Comparable Class					
Lakewood	No Comparable Class					
Lynwood	Public Works Special Projects Manager	100	550	\$250	\$500	
Cerritos	Management Analyst	40	352	\$233		
Bell Gardens	Administrative Services Manager	80		\$167		
South Gate	No Comparable Class					
Santa Fe Springs	No Comparable Class					
La Mirada	No Comparable Class					
Pico Rivera	Principal Analyst	200	320	\$438		
Monterey Park	Principal Management Analyst	120	500	\$333		
San Gabriel	No Comparable Class					
Rosemead	Management Analyst	40	320	\$417		
Paramount	Public Works Manager		240	\$167		\$20
	Average					
	% +/-					
	Median					
	% +/-					
	75th Percenile					
	% +/-					

**Paramount
Public Works Operations Manager**

			Cash Supplements								Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Other Cash	HSA	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Bellflower	No Comparable Class															
Lakewood	No Comparable Class															
Lynwood	Public Works Operations Manager	\$11,186	\$559		\$400					\$12,145	\$1,128	\$117	\$10	\$13	\$26	\$13,440
Cerritos	Maintenance Superintendent	\$10,293								\$10,293	\$1,979	\$120	\$21	\$0		\$12,414
Bell Gardens	Public Works Manager	\$8,537	\$250		\$200					\$8,987	\$2,857	inc	inc			\$11,844
South Gate	Field Operations Manager	\$11,893				\$5				\$11,898	\$1,742	\$38	\$18	\$20		\$13,716
Santa Fe Springs	No Comparable Class															
La Mirada	Public Works Superintendent	\$10,017				\$58		\$67		\$10,142	\$2,694	\$177	\$32	\$31	\$70	\$13,146
Pico Rivera	Manager	\$9,399	\$83	\$17				\$42		\$9,541	\$1,742					\$11,282
Monterey Park	No Comparable Class															
San Gabriel	Field Operations Manager	\$9,430								\$9,430	\$1,568	inc	inc	\$28	\$82	\$11,108
Rosemead	Public Works Manager	\$9,500								\$9,500	\$1,700	inc	inc	\$36	\$82	\$11,317
Paramount	Public Works Operations Manager	\$8,336							\$500	\$8,836	\$1,480	\$141	\$21	\$18	\$31	\$10,526
	Average	\$10,032								\$10,242						\$12,283
	% +/-	-20.4%								-15.9%						-16.7%
	Median	\$9,758								\$9,841						\$12,129
	% +/-	-17.1%								-11.4%						-15.2%
	75th Percenile	\$10,516								\$10,694						\$13,220
	% +/-	-26.2%								-21.0%						-25.6%

Median Gain/Loss 5.7% -3.8%

**Paramount
Public Works Operations Manager**

		Retirement Benefits					Retirement Health		Leave Benefits (Hrs/Month)				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Futer ER Contrib.	Hol	Sick	Admin	Vac Max	Total Leave
Bellflower	No Comparable Class												
Lakewood	No Comparable Class												
Lynwood	Public Works Operations Manager	\$6,529		3% @60		\$19,968			11	8	6	13	38
Cerritos	Maintenance Superintendent	\$4,636		2% @60		\$17,050		\$1,979	8	8		15	31
Bell Gardens	Public Works Manager	\$969		2% @55		\$12,813			9	8	3	13	34
South Gate	Field Operations Manager	\$3,651		2.7% @55		\$17,367		\$200	11	10	10	13	44
Santa Fe Springs	No Comparable Class												
La Mirada	Public Works Superintendent	\$1,127		2% @55		\$14,273		\$2,694	9	6	1	13	30
Pico Rivera	Manager	\$3,229		2% @60		\$14,511		\$143	7	9	5	17	38
Monterey Park	No Comparable Class												
San Gabriel	Field Operations Manager	\$927		2% @60		\$12,035		\$1,937	9	8	3	13	33
Rosemead	Public Works Manager	\$1,122		2% @55	\$589	\$13,028		\$143	9	10	5	13	38
Paramount	Public Works Operations Manager	\$3,900		2.5% @55		\$14,426		\$1,480	8	8		13	29
	Average					\$15,131							35.7
	% +/-					-4.9%							-21.7%
	Median					\$14,392							35.8
	% +/-					0.2%							-21.9%
	75th Percenile					\$17,129							38.0
	% +/-					-18.7%							-29.5%

15.5%

Paramount Public Works Operations Manager		Other Benefits				
Survey Agency	Comparable Class	Vac - Annual Cashout	Vac - Retire Cashout	Tuition Reimb	Auto	Tech
Bellflower	No Comparable Class					
Lakewood	No Comparable Class					
Lynwood	Public Works Operations Manager	100	550	\$250	\$500	
Cerritos	Maintenance Superintendent	40	352	\$233	\$400	
Bell Gardens	Public Works Manager	80		\$167	\$325	\$125
South Gate	Field Operations Manager	40	300	\$250	\$475	\$100
Santa Fe Springs	No Comparable Class					
La Mirada	Public Works Superintendent	80	350	\$208		\$40
Pico Rivera	Manager	200	320	\$438		
Monterey Park	No Comparable Class					
San Gabriel	Field Operations Manager	40	360	\$416		
Rosemead	Public Works Manager	40	320	\$417	\$300	
Paramount	Public Works Operations Manager		240	\$167		\$20
	Average					
	% +/-					
	Median					
	% +/-					
	75th Percenile					
	% +/-					

**Paramount
Recreation Specialist**

Recreation Specialist			Cash Supplements								Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Other Cash	HSA	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Bellflower	No Comparable Class															
Lakewood	No Comparable Class															
Lynwood	Recreation Specialist	\$3,465	\$173		\$250					\$3,888	\$1,128	\$147	\$12	\$13	\$8	\$5,196
Cerritos	No Comparable Class															
Bell Gardens	No Comparable Class															
South Gate	Recreation Specialist	\$3,791	\$114			\$6		\$100		\$4,011	\$1,742	\$78	\$18	\$10		\$5,858
Santa Fe Springs	Community Services Specialist	\$4,652	\$326					\$70		\$5,047	\$1,650		\$54	\$0	\$32	\$6,783
La Mirada	Community Services Technician	\$4,992				\$58		\$67		\$5,117	\$2,694	\$177	\$32	\$16	\$35	\$8,070
Pico Rivera	Technician	\$5,521	\$83					\$42		\$5,646	\$1,742					\$7,388
Monterey Park	No Comparable Class															
San Gabriel	Recreation Specialist	\$4,770								\$4,770	\$1,568	inc	inc	\$14	\$41	\$6,393
Rosemead	Administrative Specialist	\$5,410								\$5,410	\$1,700	inc	inc	\$36	\$47	\$7,192
Paramount	Recreation Specialist	\$5,327							\$320	\$5,646	\$1,480	\$141	\$21	\$11	\$19	\$7,320
	Average	\$4,657								\$4,841						\$6,697
	% +/-	12.6%								14.3%						8.5%
	Median	\$4,770								\$5,047						\$6,783
	% +/-	10.5%								10.6%						7.3%
	75th Percenile	\$5,201								\$5,263						\$7,290
	% +/-	2.4%								6.8%						0.4%

Median Gain/Loss

0.2%

-3.3%

**Paramount
Recreation Specialist**

		Retirement Benefits					Retirement Health		Leave Benefits (Hrs/Month)				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Futer ER Contrib.	Hol	Sick	Admin	Vac Max	Total Leave
Bellflower	No Comparable Class												
Lakewood	No Comparable Class												
Lynwood	Recreation Specialist	\$2,022		3% @60		\$7,219			11	8		13	32
Cerritos	No Comparable Class												
Bell Gardens	No Comparable Class												
South Gate	Recreation Specialist	\$1,164		2.7% @55		\$7,022		\$150	11	10	5	13	39
Santa Fe Springs	Community Services Specialist	\$3,524		2% @55		\$10,307		\$1,650	9	8		14	31
La Mirada	Community Services Technician	\$562		2% @55		\$8,632		\$2,694	9	6		13	28
Pico Rivera	Technician	\$1,897		2% @60		\$9,284		\$143	7	9	5	17	38
Monterey Park	No Comparable Class												
San Gabriel	Recreation Specialist	\$469		2% @60		\$6,862		\$1,937	9	8		13	30
Rosemead	Administrative Specialist	\$639		2% @55	\$335	\$8,167		\$143	9	10	5	13	38
Paramount	Recreation Specialist	\$2,492		2.5% @55		\$9,812		\$1,480	8	8		13	29
	Average					\$8,213							33.8
	% +/-					16.3%							-15.3%
	Median					\$8,167							32.0
	% +/-					16.8%							-9.1%
	75th Percenile					\$8,958							38.0
	% +/-					8.7%							-29.4%

9.4%

**Paramount
Recreation Specialist**

Other Benefits

Survey Agency	Comparable Class	Vac - Annual Cashout	Vac - Retire Cashout	Tuition Reimb	Auto	Tech
Bellflower	No Comparable Class					
Lakewood	No Comparable Class					
Lynwood	Recreation Specialist	40	550	\$125		
Cerritos	No Comparable Class					
Bell Gardens	No Comparable Class					
South Gate	Recreation Specialist	40	300	\$250		
Santa Fe Springs	Community Services Specialist	52	240	\$167		
La Mirada	Community Services Technician	80	350	\$208		\$40
Pico Rivera	Technician	200	320	\$438		
Monterey Park	No Comparable Class					
San Gabriel	Recreation Specialist	40	360	\$416		
Rosemead	Administrative Specialist	40	320	\$417	\$300	
Paramount	Recreation Specialist		240	\$167		
	Average					
	% +/-					
	Median					
	% +/-					
	75th Percenile					
	% +/-					

**Paramount
Senior Accountant**

			Cash Supplements								Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Other Cash	HSA	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Bellflower	Senior Accountant	\$8,460						\$338		\$8,798	\$1,475	\$159	\$27	\$17	\$37	\$10,513
Lakewood	Senior Accountant	\$8,796	\$220						\$330	\$9,346	\$1,284	inc	\$18	inc	\$68	\$10,716
Lynwood	Senior Accountant	\$8,400	\$420		\$400					\$9,220	\$1,128	\$117	\$10	\$13	\$19	\$10,508
Cerritos	Senior Accountant	\$8,247								\$8,247	\$1,979	\$120	\$21	\$0		\$10,368
Bell Gardens	Senior Accountant	\$7,541	\$250		\$200					\$7,991	\$2,857	inc	inc			\$10,848
South Gate	Senior Accountant	\$8,298	\$249			\$6		\$100		\$8,653	\$1,742	\$38	\$18	\$10		\$10,460
Santa Fe Springs	Senior Budget Analyst	\$9,044	\$633					\$271		\$9,949	\$1,650		\$71	\$0	\$62	\$11,731
La Mirada	Senior Accountant	\$7,432				\$58		\$67		\$7,557	\$2,694	\$177	\$32	\$23	\$52	\$10,535
Pico Rivera	Senior Accountant	\$9,963	\$83					\$42		\$10,088	\$1,742					\$11,830
Monterey Park	Senior Accountant	\$8,515	\$350		\$175			\$108		\$9,148	\$1,350	\$100	\$30			\$10,628
San Gabriel	No Comparable Class															
Rosemead	No Comparable Class															
Paramount	Senior Accountant	\$7,698							\$462	\$8,160	\$1,480	\$141	\$21	\$16	\$28	\$9,846
	Average	\$8,470								\$8,900						\$10,814
	% +/-	-10.0%								-9.1%						-9.8%
	Median	\$8,430								\$8,973						\$10,582
	% +/-	-9.5%								-10.0%						-7.5%
	75th Percenile	\$8,726								\$9,314						\$10,815
	% +/-	-13.4%								-14.2%						-9.8%

Median Gain/Loss -0.5%

2.5%

**Paramount
Senior Accountant**

		Retirement Benefits					Retirement Health		Leave Benefits (Hrs/Month)				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Futer ER Contrib.	Hol	Sick	Admin	Vac Max	Total Leave
Bellflower	Senior Accountant	\$2,675		2% @55	\$525	\$13,713		\$1,475	8	8	7	17	39
Lakewood	Senior Accountant	\$1,994		2% @55		\$12,710		\$670	8	8	4	14	34
Lynwood	Senior Accountant	\$4,903		3% @60		\$15,411			11	8	6	13	38
Cerritos	Senior Accountant	\$3,714		2% @60		\$14,082		\$1,979	8	8		15	31
Bell Gardens	Senior Accountant	\$856		2% @55		\$11,704			9	8	3	13	34
South Gate	Senior Accountant	\$2,548		2.7% @55		\$13,008		\$150	11	10	5	13	39
Santa Fe Springs	Senior Budget Analyst	\$6,852		2% @55		\$18,583		\$1,650	9	8		14	31
La Mirada	Senior Accountant	\$836		2% @55		\$11,371		\$2,694	9	6	1	13	30
Pico Rivera	Senior Accountant	\$3,423		2% @60		\$15,252		\$143	7	9	5	17	38
Monterey Park	Senior Accountant	\$3,198		2.7% @55		\$13,827		\$143	10	7	3	17	37
San Gabriel	No Comparable Class												
Rosemead	No Comparable Class												
Paramount	Senior Accountant	\$3,602		2.5% @55		\$13,448		\$1,480	8	8		13	29
	Average					\$13,966							35.2
	% +/-					-3.9%							-19.9%
	Median					\$13,770							35.6
	% +/-					-2.4%							-21.3%
	75th Percenile					\$14,960							38.3
	% +/-					-11.2%							-30.5%

5.1%

**Paramount
Senior Accountant**

Other Benefits

Survey Agency	Comparable Class	Vac - Annual Cashout	Vac - Retire Cashout	Tuition Reimb	Auto	Tech
Bellflower	Senior Accountant		320	\$208		
Lakewood	Senior Accountant		270		\$85	
Lynwood	Senior Accountant	100	550	\$250	\$500	
Cerritos	Senior Accountant	40	352	\$233		
Bell Gardens	Senior Accountant	80		\$167		
South Gate	Senior Accountant	40	300	\$292		
Santa Fe Springs	Senior Budget Analyst	60	240	\$167		
La Mirada	Senior Accountant	80	350	\$208	\$125	\$40
Pico Rivera	Senior Accountant	200	320	\$438		
Monterey Park	Senior Accountant	120	500	\$333		
San Gabriel	No Comparable Class					
Rosemead	No Comparable Class					
Paramount	Senior Accountant		240	\$167		\$20
	Average					
	% +/-					
	Median					
	% +/-					
	75th Percenile					
	% +/-					

Paramount Senior Code Enforcement Officer			Cash Supplements								Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Other Cash	HSA	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Bellflower	No Comparable Class															
Lakewood	No Comparable Class															
Lynwood	Lead Public Safety Officer	\$6,592	\$330	\$17	\$250					\$7,188	\$1,128	\$147	\$12	\$13	\$15	\$8,504
Cerritos	No Comparable Class															
Bell Gardens	No Comparable Class															
South Gate	Senior Code Enforcement Officer	\$6,432	\$193			\$6		\$100		\$6,731	\$1,742	\$78	\$18	\$10		\$8,579
Santa Fe Springs	No Comparable Class															
La Mirada	Senior Code Enforcement Specialist	\$7,001				\$58		\$67		\$7,126	\$2,694	\$177	\$32	\$22	\$49	\$10,100
Pico Rivera	Coordinator	\$7,193	\$83	\$17				\$42		\$7,335	\$1,742					\$9,076
Monterey Park	No Comparable Class															
San Gabriel	Sr. Neighborhood Srvc Improvement Officer	\$7,953								\$7,953	\$1,568	inc	inc	\$23	\$69	\$9,613
Rosemead	Senior Code Enforcement Officer	\$6,858								\$6,858	\$1,700	inc	inc	\$36	\$59	\$8,653
Paramount	Senior Code Enforcement Officer															
	Average % +/-	\$7,005								\$7,199						\$9,087
	Median % +/-	\$6,930								\$7,157						\$8,864
	75th Percenile % +/-	\$7,145								\$7,298						\$9,479

Median Gain/Loss

Paramount**Senior Code Enforcement Officer**

		Retirement Benefits					Retirement Health		Leave Benefits (Hrs/Month)				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Futer ER Contrib.	Hol	Sick	Admin	Vac Max	Total Leave
Bellflower	No Comparable Class												
Lakewood	No Comparable Class												
Lynwood	Lead Public Safety Officer	\$3,847		3% @60		\$12,351			11	8		13	32
Cerritos	No Comparable Class												
Bell Gardens	No Comparable Class												
South Gate	Senior Code Enforcement Officer	\$1,975		2.7% @55		\$10,553		\$150	11	10	5	13	39
Santa Fe Springs	No Comparable Class												
La Mirada	Senior Code Enforcement Specialist	\$788		2% @55		\$10,887		\$2,694	9	6		13	28
Pico Rivera	Coordinator	\$2,471		2% @60		\$11,547		\$143	7	9	5	17	38
Monterey Park	No Comparable Class												
San Gabriel	Sr. Neighborhood Srvc Improvement Officer	\$782		2% @60		\$10,395		\$1,937	9	8	3	13	33
Rosemead	Senior Code Enforcement Officer	\$810		2% @55	\$425	\$9,888		\$143	9	10	5	13	38
Paramount	Senior Code Enforcement Officer												
	Average					\$10,937							34.7
	% +/-												
	Median					\$10,720							35.1
	% +/-												
	75th Percenile					\$11,382							38.2
	% +/-												

Paramount Senior Code Enforcement Officer		Other Benefits				
Survey Agency	Comparable Class	Vac - Annual Cashout	Vac - Retire Cashout	Tuition Reimb	Auto	Tech
Bellflower	No Comparable Class					
Lakewood	No Comparable Class					
Lynwood	Lead Public Safety Officer	40	550	\$125		
Cerritos	No Comparable Class					
Bell Gardens	No Comparable Class					
South Gate	Senior Code Enforcement Officer	40	300	\$250		
Santa Fe Springs	No Comparable Class					
La Mirada	Senior Code Enforcement Specialist	80	350	\$208		\$40
Pico Rivera	Coordinator	200	320	\$438		
Monterey Park	No Comparable Class					
San Gabriel	Sr. Neighborhood Svcs Improvement Officer	40	360	\$416		
Rosemead	Senior Code Enforcement Officer	40	320	\$417	\$300	
Paramount	Senior Code Enforcement Officer					
	Average					
	% +/-					
	Median					
	% +/-					
	75th Percenile					
	% +/-					

**Paramount
Senior Maintenance Worker**

			Cash Supplements								Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Other Cash	HSA	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Bellflower	Maintenance Crew Leader	\$6,596						\$264		\$6,860	\$1,475	\$159	\$27	\$13	\$29	\$8,563
Lakewood	Tree Lead Worker	\$6,372	\$159	\$13					\$239	\$6,783	\$1,284	inc	\$18	inc	\$49	\$8,134
Lynwood	Street Maintenance Lead Worker	\$5,651	\$283	\$17	\$250					\$6,200	\$1,128	\$147	\$12	\$13	\$13	\$7,513
Cerritos	Maintenance Leadworker	\$6,240		\$12						\$6,252	\$1,979	\$120	\$21	\$0		\$8,373
Bell Gardens	Senior Maintenance Worker	\$4,512	\$250	\$54	\$300					\$5,116	\$2,857	inc	inc			\$7,973
South Gate	Street Lead Worker	\$6,102	\$183			\$6		\$100		\$6,391	\$1,742	\$78	\$18	\$10		\$8,239
Santa Fe Springs	Streets & Grounds Lead Worker	\$6,038	\$423					\$91		\$6,551	\$1,650		\$54	\$0	\$41	\$8,297
La Mirada	Maintenance III	\$5,569		\$17		\$58		\$67		\$5,711	\$2,694	\$177	\$32	\$17	\$39	\$8,670
Pico Rivera	Maintenance III/Crew Leader	\$5,740	\$83	\$17				\$42		\$5,882	\$1,742					\$7,623
Monterey Park	Crew Leader	\$5,840	\$350	\$54	\$100			\$108		\$6,453	\$1,350	\$100	\$30			\$7,933
San Gabriel	Maintenance Leadperson	\$5,991		\$17						\$6,008	\$1,568	inc	inc	\$18	\$52	\$7,645
Rosemead	Maintenance Lead Worker	\$5,337								\$5,337	\$1,700	inc	inc	\$36	\$46	\$7,119
Paramount	Senior Maintenance Worker	\$5,170							\$310	\$5,480	\$1,480	\$141	\$21	\$11	\$19	\$7,153
	Average	\$5,832								\$6,129						\$8,007
	% +/-	-12.8%								-11.8%						-11.9%
	Median	\$5,916								\$6,226						\$8,053
	% +/-	-14.4%								-13.6%						-12.6%
	75th Percenile	\$6,137								\$6,477						\$8,316
	% +/-	-18.7%								-18.2%						-16.3%

Median Gain/Loss 0.8%

1.0%

**Paramount
Senior Maintenance Worker**

		Retirement Benefits					Retirement Health		Leave Benefits (Hrs/Month)				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Futer ER Contrib.	Hol	Sick	Admin	Vac Max	Total Leave
Bellflower	Maintenance Crew Leader	\$2,086		2% @55	\$409	\$11,058		\$1,475	8	8		17	33
Lakewood	Tree Lead Worker	\$1,445		2% @55		\$9,579		\$670	8	8		14	30
Lynwood	Street Maintenance Lead Worker	\$3,298		3% @60		\$10,812			11	8		13	32
Cerritos	Maintenance Leadworker	\$2,810		2% @60		\$11,183		\$1,979	8	8		15	31
Bell Gardens	Senior Maintenance Worker	\$512		2% @55		\$8,485			9	8		13	30
South Gate	Street Lead Worker	\$1,873		2.7% @55		\$10,112		\$150	11	10	5	13	39
Santa Fe Springs	Streets & Grounds Lead Worker	\$4,574		2% @55		\$12,871		\$1,650	9	8		14	31
La Mirada	Maintenance III	\$626		2% @55		\$9,296		\$2,694	9	6		13	28
Pico Rivera	Maintenance III/Crew Leader	\$1,972		2% @60		\$9,595		\$143	7	9	5	17	38
Monterey Park	Crew Leader	\$2,194		2.7% @55		\$10,126		\$143	10	8		17	34
San Gabriel	Maintenance Leadperson	\$589		2% @60		\$8,234		\$1,937	9	8		13	30
Rosemead	Maintenance Lead Worker	\$630		2% @55	\$331	\$8,080		\$143	9	10		13	33
Paramount	Senior Maintenance Worker	\$2,419		2.5% @55		\$9,572		\$1,480	8	8		13	29
	Average					\$9,953							32.5
	% +/-					-4.0%							-10.7%
	Median					\$9,854							31.7
	% +/-					-2.9%							-8.0%
	75th Percenile					\$10,873							33.1
	% +/-					-13.6%							-12.9%

9.6%

**Paramount
Senior Maintenance Worker**

Other Benefits

Survey Agency	Comparable Class	Vac - Annual Cashout	Vac - Retire Cashout	Tuition Reimb	Auto	Tech
Bellflower	Maintenance Crew Leader		320	\$208		
Lakewood	Tree Lead Worker		240	\$125		
Lynwood	Street Maintenance Lead Worker	40	550	\$125		
Cerritos	Maintenance Leadworker	40	352	\$233		
Bell Gardens	Senior Maintenance Worker	80		\$167		
South Gate	Street Lead Worker	40	300	\$250		
Santa Fe Springs	Streets & Grounds Lead Worker	52	240	\$167		
La Mirada	Maintenance III	80	350	\$208		\$40
Pico Rivera	Maintenance III/Crew Leader	200	320	\$438		
Monterey Park	Crew Leader	120	400	\$292		
San Gabriel	Maintenance Leadperson	40	360	\$416		
Rosemead	Maintenance Lead Worker	40	320	\$417		
Paramount	Senior Maintenance Worker		240	\$167		
	Average					
	% +/-					
	Median					
	% +/-					
	75th Percenile					
	% +/-					

**Paramount
Senior Services Program Supervisor**

			Cash Supplements								Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Other Cash	HSA	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Bellflower	Recreation Supervisor II	\$8,049						\$322		\$8,371	\$1,475	\$159	\$27	\$16	\$35	\$10,083
Lakewood	Community Services Supervisor	\$7,401	\$185						\$278	\$7,864	\$1,284	inc	\$18	inc	\$57	\$9,223
Lynwood	Recreation Superintendent II	\$8,400	\$420		\$400					\$9,220	\$1,128	\$117	\$10	\$13	\$19	\$10,508
Cerritos	Senior Services Supervisor	\$7,112								\$7,112	\$1,979	\$120	\$21	\$0		\$9,233
Bell Gardens	Recreation Supervisor	\$6,009	\$250	\$54	\$300					\$6,613	\$2,857	inc	inc			\$9,470
South Gate	Recreation Supervisor	\$6,874	\$206			\$6		\$100		\$7,186	\$1,742	\$38	\$18	\$10		\$8,994
Santa Fe Springs	Community Services Supervisor	\$7,488	\$524					\$112		\$8,124	\$1,650		\$54	\$0	\$51	\$9,880
La Mirada	No Comparable Class															
Pico Rivera	Supervisor	\$8,636	\$83					\$42		\$8,761	\$1,742					\$10,503
Monterey Park	Recreation Supervisor	\$7,841	\$350		\$175			\$108		\$8,474	\$1,350	\$100	\$30			\$9,954
San Gabriel	Recreation Supervisor	\$7,243								\$7,243	\$1,568	inc	inc	\$21	\$63	\$8,895
Rosemead	Recreation Supervisor	\$6,755								\$6,755	\$1,700	inc	inc	\$36	\$58	\$8,549
Paramount	Senior Services Program Supervisor	\$7,324							\$439	\$7,764	\$1,480	\$141	\$21	\$15	\$27	\$9,448
	Average	\$7,437								\$7,793						\$9,572
	% +/-	-1.5%								-0.4%						-1.3%
	Median	\$7,401								\$7,864						\$9,470
	% +/-	-1.0%								-1.3%						-0.2%
	75th Percenile	\$7,945								\$8,423						\$10,019
	% +/-	-8.5%								-8.5%						-6.0%

Median Gain/Loss -0.2%

1.1%

**Paramount
Senior Water Operator**

			Cash Supplements								Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Other Cash	HSA	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Bellflower	No Comparable Class															
Lakewood	Water Distribution Lead Worker	\$6,689	\$167	\$13					\$251	\$7,120	\$1,284	inc	\$18	inc	\$52	\$8,473
Lynwood	Water Service/WW Lead Worker	\$7,365	\$368	\$17	\$250					\$8,000	\$1,128	\$147	\$12	\$13	\$17	\$9,317
Cerritos	Water Maintenance Leadworker	\$6,240		\$12						\$6,252	\$1,979	\$120	\$21	\$0		\$8,373
Bell Gardens	No Comparable Class															
South Gate	Water Lead Worker	\$6,587	\$198			\$6		\$100		\$6,891	\$1,742	\$78	\$18	\$10		\$8,738
Santa Fe Springs	Water Utility Lead Worker	\$6,038	\$423					\$91		\$6,551	\$1,650		\$54	\$0	\$41	\$8,297
La Mirada	No Comparable Class															
Pico Rivera	Water Systems Operator III	\$6,212	\$83	\$17				\$42		\$6,354	\$1,742					\$8,095
Monterey Park	Water Distribution Lead Worker	\$5,938	\$350	\$54	\$100			\$108		\$6,551	\$1,350	\$100	\$30			\$8,031
San Gabriel	No Comparable Class															
Rosemead	No Comparable Class															
Paramount	Senior Water Operator	\$5,170							\$310	\$5,480	\$1,480	\$141	\$21	\$11	\$19	\$7,153
	Average	\$6,438								\$6,817						\$8,475
	% +/-	-24.5%								-24.4%						-18.5%
	Median	\$6,240								\$6,551						\$8,373

**Paramount
Senior Services Program Supervisor**

		Retirement Benefits					Retirement Health		Leave Benefits (Hrs/Month)				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Futer ER Contrib.	Hol	Sick	Admin	Vac Max	Total Leave
Bellflower	Recreation Supervisor II	\$2,545		2% @55	\$499	\$13,128		\$1,475	8	8	7	17	39
Lakewood	Community Services Supervisor	\$1,678		2% @55		\$10,901		\$670	8	8	4	14	34
Lynwood	Recreation Superintendent II	\$4,903		3% @60		\$15,411			11	8	6	13	38
Cerritos	Senior Services Supervisor	\$3,203		2% @60		\$12,436		\$1,979	8	8		15	31
Bell Gardens	Recreation Supervisor	\$682		2% @55		\$10,152			13	8		13	34
South Gate	Recreation Supervisor	\$2,110		2.7% @55		\$11,104		\$150	11	10	5	13	39
Santa Fe Springs	Community Services Supervisor	\$5,672		2% @55		\$15,552		\$1,650	9	8		14	31
La Mirada	No Comparable Class												
Pico Rivera	Supervisor	\$2,967		2% @60		\$13,469		\$143	7	9	5	17	38
Monterey Park	Recreation Supervisor	\$2,945		2.7% @55		\$12,900		\$143	10	7	3	17	37
San Gabriel	Recreation Supervisor	\$712		2% @60		\$9,607		\$1,937	9	8	3	13	33
Rosemead	Recreation Supervisor	\$798		2% @55	\$419	\$9,765		\$143	9	10	5	13	38
Paramount	Senior Services Program Supervisor	\$3,427		2.5% @55		\$12,875		\$1,480	8	8		13	29
	Average					\$12,220							35.6
	% +/-					5.1%							-21.5%
	Median					\$12,436							37.1
	% +/-					3.4%							-26.4%
	75th Percenile					\$13,299							38.1
	% +/-					-3.3%							-30.0%

3.6%

**Paramount
Senior Water Operator**

		Retirement Benefits					Retirement Health		Leave Benefits (Hrs/Month)				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Futer ER Contrib.	Hol	Sick	Admin	Vac Max	Total Leave
Bellflower	No Comparable Class												
Lakewood	Water Distribution Lead Worker	\$1,516		2% @55		\$9,990		\$670	8	8		14	30
Lynwood	Water Service/WW Lead Worker	\$4,299		3% @60		\$13,616			11	8		13	32
Cerritos	Water Maintenance Leadworker	\$2,810		2% @60		\$11,183		\$1,979	8	8		15	31
Bell Gardens	No Comparable Class												
South Gate	Water Lead Worker	\$2,022		2.7% @55		\$10,761		\$150	11	10	5	13	39
Santa Fe Springs	Water Utility Lead Worker	\$4,574		2% @55		\$12,871		\$1,650	9	8		14	31
La Mirada	No Comparable Class												
Pico Rivera	Water Systems Operator III	\$2,134		2% @60		\$10,229		\$143	7	9	5	17	38
Monterey Park	Water Distribution Lead Worker	\$2,230		2.7% @55		\$10,261		\$143	10	8		17	34
San Gabriel	No Comparable Class												
Rosemead	No Comparable Class												
Paramount	Senior Water Operator	\$2,419		2.5% @55		\$9,572		\$1,480	8	8		13	29
	Average					\$11,273							33.7
	% +/-					-17.8%							-15.0%
	Median					\$10,761							32.0

**Paramount
Senior Services Program Supervisor**
Other Benefits

Survey Agency	Comparable Class	Vac - Annual Cashout	Vac - Retire Cashout	Tuition Reimb	Auto	Tech
Bellflower	Recreation Supervisor II		320	\$208		
Lakewood	Community Services Supervisor		270		\$135	
Lynwood	Recreation Superintendent II	100	550	\$250	\$500	
Cerritos	Senior Services Supervisor	40	352	\$233		
Bell Gardens	Recreation Supervisor	80		\$167		\$125
South Gate	Recreation Supervisor	40	300	\$292		
Santa Fe Springs	Community Services Supervisor	52	240	\$167		
La Mirada	No Comparable Class					
Pico Rivera	Supervisor	200	320	\$438		
Monterey Park	Recreation Supervisor	120	500	\$333		
San Gabriel	Recreation Supervisor	40	360	\$416		
Rosemead	Recreation Supervisor	40	320	\$417	\$300	
Paramount	Senior Services Program Supervisor		240	\$167		\$20
	Average					
	% +/-					
	Median					
	% +/-					
	75th Percenile					
	% +/-					

**Paramount
Senior Water Operator**
Other Benefits

Survey Agency	Comparable Class	Vac - Annual Cashout	Vac - Retire Cashout	Tuition Reimb	Auto	Tech
Bellflower	No Comparable Class					
Lakewood	Water Distribution Lead Worker		240	\$125		
Lynwood	Water Service/WW Lead Worker	40	550	\$125		
Cerritos	Water Maintenance Leadworker	40	352	\$233		
Bell Gardens	No Comparable Class					
South Gate	Water Lead Worker	40	300	\$250		
Santa Fe Springs	Water Utility Lead Worker	52	240	\$167		
La Mirada	No Comparable Class					
Pico Rivera	Water Systems Operator III	200	320	\$438		
Monterey Park	Water Distribution Lead Worker	120	400	\$292		
San Gabriel	No Comparable Class					
Rosemead	No Comparable Class					
Paramount	Senior Water Operator		240	\$167		
	Average					
	% +/-					
	Median					

	% +/-	-20.7%		-19.5%		-17.1%
	75th Percenile	\$6,638		\$7,005		\$8,606
	% +/-	-28.4%		-27.8%		-20.3%
Median Gain/Loss 1.2% 2.5%						

**Paramount
Warehouse Attendant**

Warehouse Attendant			Cash Supplements								Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Other Cash	HSA	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Bellflower	No Comparable Class															
Lakewood	Purchasing Clerk	\$4,977	\$124	\$13					\$187	\$5,301	\$1,284	inc	\$18	inc	\$38	\$6,641
Lynwood	No Comparable Class															
Cerritos	Delivery/Warehouse Clerk	\$5,075		\$12						\$5,087	\$1,979	\$120	\$21	\$0		\$7,208
Bell Gardens	No Comparable Class															
South Gate	Stock Clerk	\$4,006	\$120			\$6		\$100		\$4,232	\$1,742	\$78	\$18	\$10		\$6,080
Santa Fe Springs	Warehouse Assistant	\$2,943	\$206					\$44		\$3,193	\$1,650		\$54	\$0	\$20	\$4,918
La Mirada	No Comparable Class															
Pico Rivera	No Comparable Class															
Monterey Park	No Comparable Class															
San Gabriel	No Comparable Class															
Rosemead	No Comparable Class															
Paramount	Warehouse Attendant	\$5,170							\$310	\$5,480	\$1,480	\$141	\$21	\$11	\$19	\$7,153
	Average	\$4,250								\$4,453						\$6,212
	% +/-	17.8%								18.7%						13.2%
	Median	\$4,492								\$4,660						\$6,360
	% +/-	13.1%								15.0%						11.1%
	75th Percenile	\$5,002								\$5,140						\$6,783
	% +/-	3.3%								6.2%						5.2%
Median Gain/Loss 1.8% -3.9%																

**Paramount
Water Operator**

			Cash Supplements								Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Other Cash	HSA	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Bellflower	No Comparable Class															
Lakewood	Water Utility Worker	\$5,496	\$137	\$13					\$206	\$5,852	\$1,284	inc	\$18	inc	\$42	\$7,196
Lynwood	Water Service/WW Worker II	\$5,992	\$300	\$17	\$250					\$6,558	\$1,128	\$147	\$12	\$13	\$14	\$7,872
Cerritos	Water Maintenance II	\$5,559		\$12						\$5,571	\$1,979	\$120	\$21	\$0		\$7,692
Bell Gardens	No Comparable Class															
South Gate	Water Distribution Operator II	\$5,504	\$165			\$6		\$100		\$5,775	\$1,742	\$78	\$18	\$10		\$7,623
Santa Fe Springs	Water Utility Worker	\$5,222	\$366					\$78		\$5,666	\$1,650		\$54	\$0	\$36	\$7,406
La Mirada	No Comparable Class															
Pico Rivera	Water Systems Operator II	\$5,637	\$83	\$17				\$42		\$5,779	\$1,742					\$7,520
Monterey Park	Water Utility Maintenance Worker	\$5,012	\$350	\$54	\$100			\$108		\$5,625	\$1,350	\$100	\$30			\$7,105
San Gabriel	No Comparable Class															
Rosemead	No Comparable Class															

	% +/-	-12.4%		-9.1%
	75th Percenile	\$12,027		36.4
	% +/-	-25.7%		-24.1%
4.6%				

**Paramount
Warehouse Attendant**

		Retirement Benefits					Retirement Health		Leave Benefits (Hrs/Month)				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Futer ER Contrib.	Hol	Sick	Admin	Vac Max	Total Leave
Bellflower	No Comparable Class												
Lakewood	Purchasing Clerk	\$1,128		2% @ 55		\$7,769		\$670	8	8		14	30
Lynwood	No Comparable Class												
Cerritos	Delivery/Warehouse Clerk	\$2,286		2% @ 60		\$9,494		\$1,979	8	8		15	31
Bell Gardens	No Comparable Class												
South Gate	Stock Clerk	\$1,230		2.7% @ 55		\$7,310		\$150	11	10	5	13	39
Santa Fe Springs	Warehouse Assistant	\$2,229		2% @ 55		\$7,147		\$1,650	9	8		14	31
La Mirada	No Comparable Class												
Pico Rivera	No Comparable Class												
Monterey Park	No Comparable Class												
San Gabriel	No Comparable Class												
Rosemead	No Comparable Class												
Paramount	Warehouse Attendant	\$2,419		2.5% @ 55		\$9,572		\$1,480	8	8		13	29
	Average					\$7,930							32.8
	% +/-					17.2%							-11.9%
	Median					\$7,540							31.0
	% +/-					21.2%							-5.7%
	75th Percenile					\$8,200							33.3
	% +/-					14.3%							-13.5%

10.2%

**Paramount
Water Operator**

		Retirement Benefits					Retirement Health		Leave Benefits (Hrs/Month)				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Futer ER Contrib.	Hol	Sick	Admin	Vac Max	Total Leave
Bellflower	No Comparable Class												
Lakewood	Water Utility Worker	\$1,246		2% @ 55		\$8,442		\$670	8	8		14	30
Lynwood	Water Service/WW Worker II	\$3,497		3% @ 60		\$11,370			11	8		13	32
Cerritos	Water Maintenance II	\$2,504		2% @ 60		\$10,196		\$1,979	8	8		15	31
Bell Gardens	No Comparable Class												
South Gate	Water Distribution Operator II	\$1,690		2.7% @ 55		\$9,313		\$150	11	10	5	13	39
Santa Fe Springs	Water Utility Worker	\$3,956		2% @ 55		\$11,361		\$1,650	9	8		14	31
La Mirada	No Comparable Class												
Pico Rivera	Water Systems Operator II	\$1,937		2% @ 60		\$9,457		\$143	7	9	5	17	38
Monterey Park	Water Utility Maintenance Worker	\$1,883		2.7% @ 55		\$8,987		\$143	10	8		17	34
San Gabriel	No Comparable Class												
Rosemead	No Comparable Class												

	% +/-
	75th Percenile
	% +/-

**Paramount
Warehouse Attendant**
Other Benefits

Survey Agency	Comparable Class	Vac - Annual Cashout	Vac - Retire Cashout	Tuition Reimb	Auto	Tech
Bellflower	No Comparable Class					
Lakewood	Purchasing Clerk		240	\$125		
Lynwood	No Comparable Class					
Cerritos	Delivery/Warehouse Clerk	40	352	\$233		
Bell Gardens	No Comparable Class					
South Gate	Stock Clerk	40	300	\$250		
Santa Fe Springs	Warehouse Assistant	52	240	\$167		
La Mirada	No Comparable Class					
Pico Rivera	No Comparable Class					
Monterey Park	No Comparable Class					
San Gabriel	No Comparable Class					
Rosemead	No Comparable Class					
Paramount	Warehouse Attendant		240	\$167		
	Average % +/-					
	Median % +/-					
	75th Percenile % +/-					

**Paramount
Water Operator**
Other Benefits

Survey Agency	Comparable Class	Vac - Annual Cashout	Vac - Retire Cashout	Tuition Reimb	Auto	Tech
Bellflower	No Comparable Class					
Lakewood	Water Utility Worker		240	\$125		
Lynwood	Water Service/WW Worker II	40	550	\$125		
Cerritos	Water Maintenance II	40	352	\$233		
Bell Gardens	No Comparable Class					
South Gate	Water Distribution Operator II	40	300	\$250		
Santa Fe Springs	Water Utility Worker	52	240	\$167		
La Mirada	No Comparable Class					
Pico Rivera	Water Systems Operator II	200	320	\$438		
Monterey Park	Water Utility Maintenance Worker	120	400	\$292		
San Gabriel	No Comparable Class					
Rosemead	No Comparable Class					

Paramount	Water Operator	\$4,634							\$278	\$4,912	\$1,480	\$141	\$21	\$10	\$17	\$6,581
	Average	\$5,489								\$5,832						\$7,488
	% +/-	-18.4%								-18.7%						-13.8%
	Median	\$5,504								\$5,775						\$7,520
	% +/-	-18.8%								-17.6%						-14.3%
	75th Percenile	\$5,598								\$5,815						\$7,657
	% +/-	-20.8%								-18.4%						-16.3%

Median Gain/Loss

1.2%

3.3%

**Paramount
Water Superintendent**

			Cash Supplements								Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Other Cash	HSA	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Bellflower	No Comparable Class															
Lakewood	No Comparable Class															
Lynwood	No Comparable Class															
Cerritos	No Comparable Class															
Bell Gardens	No Comparable Class															
South Gate	Water Division Manager	\$11,297	\$339			\$6		\$100		\$11,742	\$1,742	\$38	\$18	\$10		\$13,549
Santa Fe Springs	Utility Services Manager	\$11,203	\$784					\$336		\$12,323	\$1,650		\$71	\$0	\$76	\$14,120
La Mirada	No Comparable Class															
Pico Rivera	No Comparable Class															
Monterey Park	No Comparable Class															
San Gabriel	No Comparable Class															
Rosemead	No Comparable Class															
Paramount	Water Superintendent	\$7,546							\$453	\$7,999	\$1,480	\$141	\$21	\$16	\$28	\$9,685
	Average	I.D.								I.D.						I.D.
	% +/-															
	Median	I.D.								I.D.						I.D.
	% +/-															
	75th Percenile	I.D.								I.D.						I.D.
	% +/-															

Median Gain/Loss

**Paramount
Water Supervisor**

			Cash Supplements								Insurance Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Other Cash	HSA	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Base + Cash + Ins.
Bellflower	No Comparable Class															
Lakewood	Water Distribution Supervisor	\$8,170	\$204						\$306	\$8,681	\$1,284	inc	\$18	inc	\$63	\$10,046
Lynwood	Water Operations Supervisor	\$7,734	\$387	\$17	\$150					\$8,287	\$1,128	\$117	\$10	\$13	\$18	\$9,574
Cerritos	Water Supervisor	\$7,848								\$7,848	\$1,979	\$120	\$21	\$0		\$9,969
Bell Gardens	No Comparable Class															
South Gate	Water Operations Foreman	\$7,627	\$229			\$6		\$100		\$7,962	\$1,742	\$78	\$18	\$10		\$9,810
Santa Fe Springs	Water Utility Section Supervisor	\$7,488	\$524					\$112		\$8,124	\$1,650		\$54	\$0	\$51	\$9,880
La Mirada	No Comparable Class															

Paramount	Water Operator	\$2,168		2.5%@55		\$8,750		\$1,480	8	8		13	29
	Average					\$9,875							33.7
	% +/-					-12.9%							-15.0%
	Median					\$9,457							32.0
	% +/-					-8.1%							-9.1%
	75th Percenile					\$10,778							36.4
	% +/-					-23.2%							-24.1%

6.2%

**Paramount
Water Superintendent**

		Retirement Benefits					Retirement Health		Leave Benefits (Hrs/Month)				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Futer ER Contrib.	Hol	Sick	Admin	Vac Max	Total Leave
Bellflower	No Comparable Class												
Lakewood	No Comparable Class												
Lynwood	No Comparable Class												
Cerritos	No Comparable Class												
Bell Gardens	No Comparable Class												
South Gate	Water Division Manager	\$3,468		2.7%@55		\$17,018		\$150	11	10	5	13	39
Santa Fe Springs	Utility Services Manager	\$8,487		2%@55		\$22,607		\$1,650	9	8		14	31
La Mirada	No Comparable Class												
Pico Rivera	No Comparable Class												
Monterey Park	No Comparable Class												
San Gabriel	No Comparable Class												
Rosemead	No Comparable Class												
Paramount	Water Superintendent	\$3,531		2.5%@55		\$13,215		\$1,480	8	8		13	29
	Average					I.D.							I.D.
	% +/-												
	Median					I.D.							I.D.
	% +/-												
	75th Percenile					I.D.							I.D.
	% +/-												

**Paramount
Water Supervisor**

		Retirement Benefits					Retirement Health		Leave Benefits (Hrs/Month)				
Survey Agency	Comparable Class	Emp. Ret.	EE Cont to ER	Ret. Form.	FICA	Base + Cash + Ins. + Ret.	Current ER Contrib.	Futer ER Contrib.	Hol	Sick	Admin	Vac Max	Total Leave
Bellflower	No Comparable Class												
Lakewood	Water Distribution Supervisor	\$1,852		2%@55		\$11,898		\$670	8	8	4	14	34
Lynwood	Water Operations Supervisor	\$4,514		3%@60		\$14,088			11	8	6	13	38
Cerritos	Water Supervisor	\$3,535		2%@60		\$13,504		\$1,979	8	8		15	31
Bell Gardens	No Comparable Class												
South Gate	Water Operations Foreman	\$2,342		2.7%@55		\$12,151		\$150	11	10	5	13	39
Santa Fe Springs	Water Utility Section Supervisor	\$5,672		2%@55		\$15,552		\$1,650	9	8		14	31
La Mirada	No Comparable Class												

Paramount	Water Operator		240	\$167		
	Average % +/-					
	Median % +/-					
	75th Percenile % +/-					

**Paramount
Water Superintendent**

Other Benefits

Survey Agency	Comparable Class	Vac - Annual Cashout	Vac - Retire Cashout	Tuition Reimb	Auto	Tech
Bellflower	No Comparable Class					
Lakewood	No Comparable Class					
Lynwood	No Comparable Class					
Cerritos	No Comparable Class					
Bell Gardens	No Comparable Class					
South Gate	Water Division Manager	40	300	\$292		
Santa Fe Springs	Utility Services Manager	64	240	\$167		
La Mirada	No Comparable Class					
Pico Rivera	No Comparable Class					
Monterey Park	No Comparable Class					
San Gabriel	No Comparable Class					
Rosemead	No Comparable Class					
Paramount	Water Superintendent		240	\$167		\$20
	Average % +/-					
	Median % +/-					
	75th Percenile % +/-					

**Paramount
Water Supervisor**

Other Benefits

Survey Agency	Comparable Class	Vac - Annual Cashout	Vac - Retire Cashout	Tuition Reimb	Auto	Tech
Bellflower	No Comparable Class					
Lakewood	Water Distribution Supervisor		270		\$85	
Lynwood	Water Operations Supervisor	100	540	\$250	\$500	
Cerritos	Water Supervisor	40	352	\$233		
Bell Gardens	No Comparable Class					
South Gate	Water Operations Foreman	40	300	\$250		
Santa Fe Springs	Water Utility Section Supervisor	52	240	\$167		
La Mirada	No Comparable Class					

Pico Rivera	Supervisor	\$8,636	\$83	\$17				\$42		\$8,778	\$1,742					\$10,519
Monterey Park	Water Operations Supervisor	\$8,362	\$350	\$67	\$175			\$108		\$9,062	\$1,350	\$100	\$30			\$10,542
San Gabriel	No Comparable Class															
Rosemead	No Comparable Class															
Paramount	Water Supervisor	\$6,435							\$386	\$6,822	\$1,480	\$141	\$21	\$14	\$24	\$8,501
	Average	\$7,981								\$8,392						\$10,048
	% +/-	-24.0%								-23.0%						-18.2%
	Median	\$7,848								\$8,287						\$9,969
	% +/-	-22.0%								-21.5%						-17.3%
	75th Percenile	\$8,266								\$8,729						\$10,282
	% +/-	-28.4%								-28.0%						-21.0%
Median Gain/Loss										0.5%	4.2%					

Pico Rivera	Supervisor	\$2,967		2% @ 60		\$13,486		\$143	7	9	5	17	38
Monterey Park	Water Operations Supervisor	\$3,141		2.7% @ 55		\$13,683		\$143	10	7	3	17	37
San Gabriel	No Comparable Class												
Rosemead	No Comparable Class												
Paramount	Water Supervisor	\$3,011		2.5% @ 55		\$11,512		\$1,480	8	8		13	29
	Average					\$13,480							35.5
	% +/-					-17.1%							-21.1%
	Median					\$13,504							37.1
	% +/-					-17.3%							-26.4%
	75th Percenile					\$13,885							38.1
	% +/-					-20.6%							-30.0%

-0.0%

Pico Rivera	Supervisor	200	320	\$438		
Monterey Park	Water Operations Supervisor	120	500	\$333		
San Gabriel	No Comparable Class					
Rosemead	No Comparable Class					
Paramount	Water Supervisor		240	\$167		\$20
	Average					
	% +/-					
	Median					
	% +/-					
	75th Percenile					
	% +/-					

JUNE 8, 2021

INTRODUCTION OF THE FISCAL YEAR 2022 PROPOSED BUDGET

MOTION IN ORDER:

ESTABLISH JUNE 22ND FOR FURTHER REVIEW AND ADOPTION OF
THE FISCAL YEAR 2022 PROPOSED BUDGET.

MOTION:

MOVED BY: _____

SECONDED BY: _____

[] APPROVED

[] DENIED

ROLL CALL VOTE:

AYES: _____

NOES: _____

ABSENT: _____

ABSTAIN: _____



To: Honorable City Council

From: John Moreno, City Manager

By: Karina Liu, Finance Director
Clyde Alexander, Assistant Finance Director

Date: June 8, 2021

Subject: INTRODUCTION OF THE FISCAL YEAR 2022 PROPOSED BUDGET

A copy of the City's Fiscal Year 2022 Proposed Budget is included with your agenda. Overall, we are presenting a budget which maintains our many programs and services. We will present a general overview of the FY 2022 Budget at tonight's City Council meeting.

A detailed budget review and the adoption of the budget will be held at the June study session, which is scheduled for Tuesday, June 22nd.

RECOMMENDED ACTION

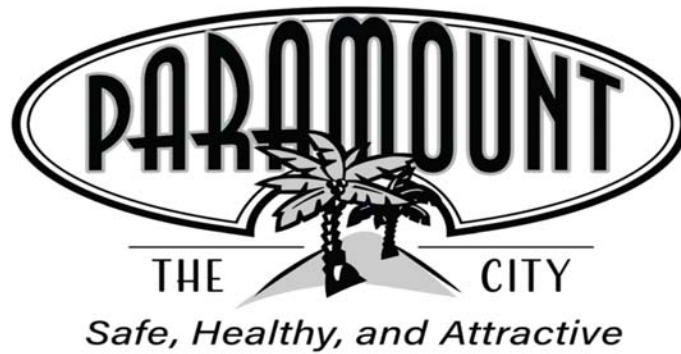
It is recommended that the City Council meet on June 22nd for further review and adoption of the Fiscal Year 2022 Proposed Budget.



PROPOSED BUDGET

Fiscal Year 2022

July 1, 2021 - June 30, 2022 | City of Paramount, CA



FISCAL YEAR 2022

PARAMOUNT CITY COUNCIL

- ◆ BRENDA OLMOS, MAYOR
- ◆ VILMA CUELLAR STALLINGS, VICE MAYOR
- ◆ ISABEL AGUAYO, COUNCILMEMBER
- ◆ LAURIE GUILLEN, COUNCILMEMBER
- ◆ PEGGY LEMONS, COUNCILMEMBER

JOHN MORENO, CITY MANAGER

◆

The Budget is prepared under the direction of the City Manager by the Finance Department.

In early spring of each year, operating departments are directed to submit budgetary requests to the Finance Department for verification and compilation. While expenditure requests are being prepared, projections of revenues for the year are developed. The requests and projections are presented to the City Manager.

The City Manager reviews the expenditure requests and revenue projections, makes necessary deletions and additions, and recommends a budget to the City Council.

The preparation of this budget is made possible by the efforts of the Finance staff.

◆

CITY MANAGEMENT TEAM

ANDREW VIALPANDO, ASSISTANT CITY MANAGER

JOHN CARVER, PLANNING DIRECTOR

ADRIANA FIGUEROA, PUBLIC WORKS DIRECTOR

DAVID JOHNSON, COMMUNITY SERVICES DIRECTOR

KARINA LIU, FINANCE DIRECTOR

ADRIANA LOPEZ, PUBLIC SAFETY DIRECTOR

The City of Paramount was incorporated January 30, 1957, under the general laws of the State of California and enjoys all the rights and privileges pertaining to "General Law" cities. The City operates under a Council-Manager form of government and is considered a "contract city" since it provides some of its municipal services through contracts with private entities or other governmental agencies.

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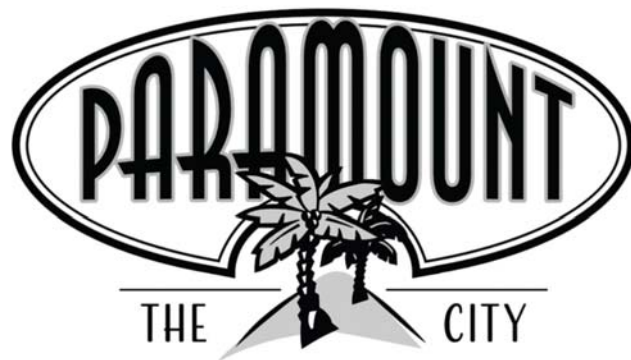
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Safe, Healthy, and Attractive



BUDGET MESSAGE

To: Honorable City Council

PREFACE

We are very pleased to present the Proposed Budget for Fiscal Year (FY) 2022.

This budget outlines our spending plan that continues to address the community's needs, while positioning Paramount to restore programs and services as post-COVID-19 recovery takes shape. Since COVID-19 began to spread widely in the United States and the statewide mandatory safer-at-home order took effect, a toll was taken on our economy. In reflecting over the past year and the adversity that came with it, we remained nimble, and we were able to strategically respond to the challenges of the unknown and unexpected. Fortunately, the sales tax measure, Measure Y, passed overwhelmingly by the voters in March 2020. This signified the trust and confidence that residents have in their City, and provided a much-needed revenue stream during the pandemic to offset the loss of revenues in many areas. The additional revenues from Measure Y, along with our conservative and fiscally responsible spending habits, have provided funding for much-needed capital improvement projects and allowed us to propose a break-even budget for FY 2022.

We are predicting approximately \$61.78 million in revenues, which is \$7.55 million more than the current year. The bulk of the increase is related to restricted funds that have been awarded for specific projects. The General Fund revenue forecast will decrease by about \$720,500 to a total of \$33.07 million. The decrease is related to the one-time \$684,784 Federal CARES Act resources that we received in the prior year. As we had in previous budgets, we expect some expenditures to go up in the following areas: L.A. County Sheriff's contract (1.45% increase); animal control, crossing guard services; and the State minimum wage law affecting our part-time personnel expenses.

What is new to this budget is the addition of American Rescue Plan Act of 2021 (ARPA) funding: the newly signed ARPA provides over \$350 billion in relief funds to state and local governments. The City expects to receive about \$19 million over two years. However, as of the printing of this document, specific final guidance for the State and Local Fiscal Recovery Fund component of ARPA, including metrics, requirements and restrictions, is still under development by the US Department of the Treasury. We have included some preliminary eligible projects in this budget using \$866,000 of the ARPA Fund and will make necessary revisions once the final guidelines are made available in the near future.

**PREFACE
(cont'd)**

As mentioned above, this budget continues to address the needs and expectations of our community, while also proposing numerous capital improvement projects. These include the final phase of construction of Water Well #16, the expansion of our street paving program, several public park and facility upgrades, improvements to Paramount Pool, and ongoing special events for the community. This is all in conjunction with our aggressive drive to preserve the quality of life in our neighborhoods. On the operations side, in addition to our routine financial and compliance audits, the City is once again voluntarily embarking on an additional Agreed Upon Procedures audit to evaluate our policies and procedures in our continual effort to protect and preserve taxpayer funds.

In any event, we will continue to retain most of the traditional services, programs, and events our residents and businesses have come to expect, appreciate, and enjoy.

**REVENUE
OVERVIEW**

During the upcoming year, we are expecting all City revenues to total \$61,783,200. There is an overall unrestricted revenue decrease of \$720,500 in the General Fund mainly related to the one-time \$684,784 Federal CARES Act resources that the City received in the previous fiscal year. In the restricted funds category, there is an increase of about \$8,364,850 mainly related to some one-time grants we are receiving for capital improvement projects.

Overall, including beginning balances, we are recommending a total budget of \$97,148,950 in "Sources" and \$72,582,700 in "Uses." Therefore, we estimate ending the year with a balance of \$24,566,250 for all funds combined.

When combining all the fund types, there is a decrease in the ending balance of \$7,161,800. This is largely due to our anticipated use of restricted funds accumulated from prior years.

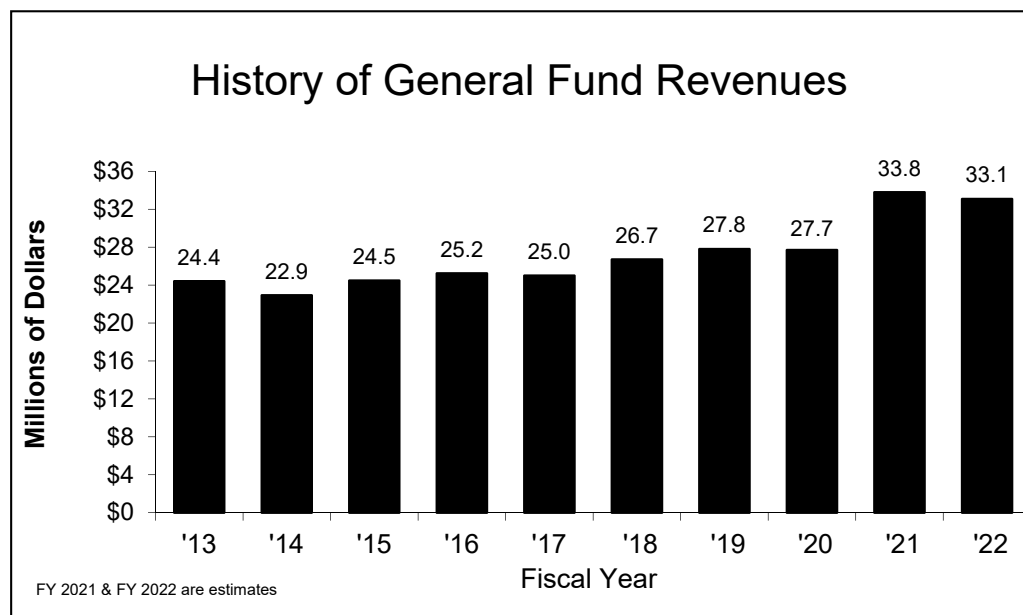
REVENUE OVERVIEW (cont'd)

The following table provides a good overall summary of the City's budget.

SUMMARY SOURCES & USES OF FUNDS				
	General Fund	Restricted/ Assigned Funds	Water Fund	Total All Funds
SOURCES				
Beginning Fund Balance	\$ 13,483,900	16,165,800	2,078,250	31,727,950
Revenues	33,072,750	21,361,450	7,349,000	61,783,200
Loan Proceeds	-	-	2,170,000	2,170,000
Depreciation	-	150,000	1,000,000	1,150,000
Principal Payments	-	-	317,700	317,700
Total Sources	46,556,650	37,677,250	12,914,950	97,148,850
USES				
Operations	30,492,400	8,831,600	11,151,850	50,475,850
Capital Improvements	2,578,100	16,758,750	2,770,000	22,106,850
Total Uses	33,070,500	25,590,350	13,921,850	72,582,700
ENDING FUND BALANCE				
	\$ 13,486,150	12,086,900	(1,006,900)	24,566,150

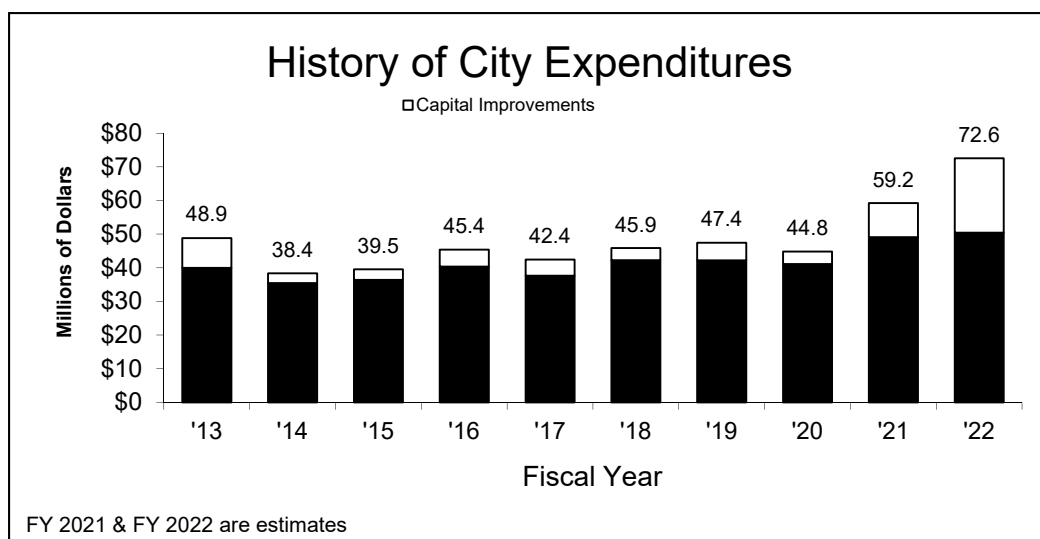
GENERAL FUND

With General Fund revenues decreased by 2.13%, or \$720,500, from last year's estimate, we are projecting to have revenue of \$33,072,750 or about 54% of our total revenues. The anticipated transaction tax approved by Measure Y is projected to be about \$4.9 million. The following chart shows a ten-year history of our General Fund revenues.



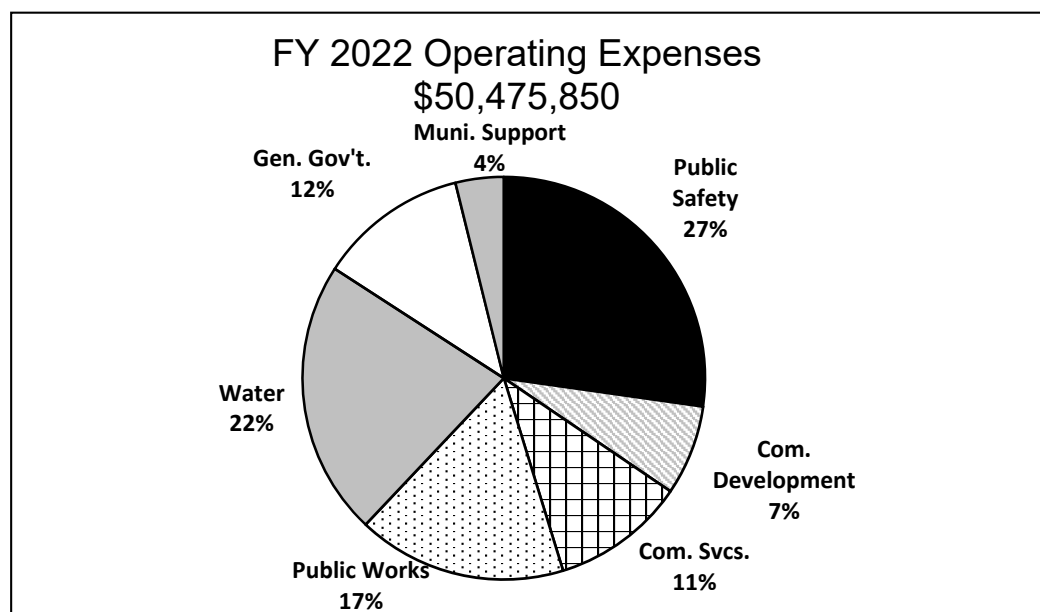
EXPENDITURE OVERVIEW

Total City expenditures, which include the General Fund, the Water Department, and all restricted-use funds, are projected to be \$72,582,700. We anticipate that expenditures will exceed revenues, as we intend to spend restricted-use funds received and accumulated from prior years on one-time purchases and capital improvement projects. Expenditures are broken down into two areas: operations and capital improvements. The following chart shows a ten-year history of our total expenditures for both operations and capital improvements.



OPERATING EXPENDITURES

The operations category of the budget funds each of our seven departments that provide essential services to the community. The chart below shows the estimated expenditures for the City's operating departments.



**OPERATING
EXPENDITURES
(cont'd)**

The proposed operations budget is \$50,475,850. The following sections will describe some of the departmental highlights and provide insight into the FY 2022 operations budget.

Public Safety

Our Public Safety Department consists of Administration and four divisions: Sworn Patrol Services, Non-Sworn Services, Code Enforcement, and Support Services. Public Safety continues to be our largest operating department with a budget of \$13,753,400 (about 27% of the total operating budget) or about \$620,050 more than the current year. The increase is primarily related to the higher cost of sworn patrol from the Los Angeles County Sheriff's Department (LASD). In FY 2022, we faced a rate increase of 1.45% for Deputy Sheriff Services, a rate increase of 1.26% for Bonus-I Deputies, and a 1.72% increase for Sheriff Sergeant Services. The liability surcharge on Sheriff's services will remain at 11% of our total contract cost.

The Sworn Patrol Services Division funds the contract for law enforcement personnel from LASD for patrol units, contractual services, and equipment for the day-to-day operations of the field patrol services. The budget includes funds to carry out the City's historically tough stance on crime, maintaining a safe environment via professional and community-based law enforcement services. Consequently, no adjustments were made to our field deployment—the staffing level of our patrol deployment services will remain the same.

For FY 2022, a Service Area Lieutenant was added to the LASD contract to better structure the sworn supervision. Last year, we had two Supplemental Sergeants, and after thorough consideration, we proposed to upgrade one Supplemental Sergeant into the position of a Service Area Lieutenant, which is essential for the operational function of patrol supervision. In addition, we will continue to fully fund critical supplemental law enforcement components such as five Special Assignment Deputies, 50% shared cost with Paramount Unified School District for the School Resource Deputy, a Detective Specialist, and Community Service Officers (CSOs).

The Los Angeles County Sheriff's Youth Services Unit recently decided to relocate the Youth Activities League (YAL) program to the City. The Youth Activities League is a leadership and character development program aimed at building fundamental life skills, increasing self-confidence, teaching teens leadership skills, and empowering youth to impact their community and school positively. The Youth Activities League program has the overarching goal to build the bond between deputies, youth, and their communities to foster positive interactions between law enforcement officers, youth, and communities to build mutual trust, respect, and relationships. The Special Assignment Officer (SAO) is part of the Los Angeles County Sheriff's Youth Activities League, which the Los Angeles County supplements three-fourths ($\frac{3}{4}$) of the total annual cost with liability. The City will supplement one-fourth ($\frac{1}{4}$) of the yearly cost with liability.

OPERATING EXPENDITURES (cont'd)

We will continue to offset the total cost of the Deputy District Attorney as part of the Strategies Against Gang Environments (SAGE) program by continuing our partnership with the City of Bellflower. This cost-sharing arrangement is budgeted at \$142,300 per City. The Deputy District Attorney serves as a liaison with court officials and ensures that the courts and prosecuting attorneys know the City's position regarding specific cases. The Deputy District Attorney assists the City with quality of life issues, working with property owners to resolve problems and abate nuisances.

Public Safety staff also evaluated our long-standing crossing guard services contract with All City Management Services, Inc. (ACMS). ACMS is currently operating on a very thin financial layer due to the school campuses being closed for the entire school year. After the pandemic, finding new savings is almost impossible for this agreement. As such, there is a 9.15% increase in hourly rate from \$20.77 to \$22.67, which accounts for the State minimum wage increase scheduled for January 1, 2022. ACMS will provide 12,645 hours of crossing guard protection, with a minimum of three hours per site. We will continue to provide crossing guard services at the 21 designated sites.

We are committed to fund integral public safety programs such as Neighborhood Watch, Pitch in Paramount, and Homeless Outreach to make a meaningful contribution to the quality of life in our community. These programs allow us to foster community commitment to public safety. Moreover, traffic enforcement will continue to form an integral component of our law enforcement deployment efforts throughout the year. By allocating dedicated overtime funds to address traffic concerns, law enforcement will continue to identify problem areas and optimize enforcement efforts to deter egregious violations and create a safer environment for the community.

Public Works

The Public Works Department includes six non-enterprise divisions: Administration, Facility Maintenance, Landscape Maintenance, Vehicle and Equipment Maintenance, Road Maintenance, and Engineering. The proposed budget for this department is \$8,473,150, or about \$385,700 more than the current fiscal year. The increase in expenditures is partially related to the passage of Measure W, a countywide measure that provides limited funding for stormwater compliance; the purchase of traffic safety devices for road closures; and the replacement of vehicles that have surpassed their useful life. The department also manages three divisions under the water enterprise fund including Water Production, Water Distribution, and Water Customer Service.

The budget continues funding at the same level for routine maintenance operations. Staffing and supply levels are comparable to the current year. Contract services, which make up a significant part of the department's service delivery capability, are at the same service levels as the current year including tree trimming and landscape

**OPERATING
EXPENDITURES
(cont'd)**

maintenance. The Engineering Division budget continues to reflect on-going consulting costs for technical engineering support services, including traffic engineering and environmental sustainability efforts.

Planning

This department includes Administration and is responsible for three divisions: Development Services (Building and Safety), Residential Rehabilitation (Home Improvement Program), and Commercial Rehabilitation. The budget is \$3,654,100, or about \$267,800 less than the current year. With the South Coast Air Quality Management District (SCAQMD) ending ongoing air quality sampling and testing in Paramount, \$100,000 is budgeted for the City to continue air monitoring with SCAQMD technical assistance. The budget includes the Clearwater East Specific Plan update (partially grant-funded). This specific plan update will replace the traditional zoning regulations in the area at and surrounding the swap meet to carefully guide land use, infrastructure improvements, and sustainable living for generations to come near the planned light rail station. Downtown design guidelines, which will also apply to other commercially-zone properties, are budgeted at \$100,000 to replace guidelines from the 1980s.

Community Services

This department includes Administration and nine divisions: Parks and Playgrounds, Aquatics, Sports, Instructional Classes, Facilities, the Paramount Education Partnership (PEP), the Elderly Nutrition Program, Community Transportation, and the STAR After School Program. The proposed budget is \$5,438,900, or about \$226,700 more than the current year's budget. The increased budget amount reflects the department's projected return to normal programming and events not affected by COVID-19 restrictions. The budget also includes various sports and aquatics services with the YMCA and the transit program operated by Long Beach Transit for fixed-route and college-bound bus services. In addition, it includes a contract with Fiesta Taxi/Ride Yellow for expanded point-to-point transit services for our elderly and disabled communities.

This department provides or supports year-round community services that include youth sports, facility management, after school care, homework help, summer day camp, swim lessons, recreational swim, instructional classes, seniors programs, transit services, and special events. New to this fiscal year is specified adaptive recreation programming for the special needs community.

In addition, the department also manages the many successful City events throughout the year that include the Halloween Festival, Tree Lighting, Santa Train, and Breakfast with Santa. In addition to these extremely popular events, this budget contains funds for continuing this year's Heritage Festival, the Haunted House & Maze at Halloween, and Santa Photos at the Paramount Park Community Center. Additionally, this budget provides for new special events associated with

**OPERATING
EXPENDITURES
(cont'd)**

Halloween and Breakfast with Santa and staffing for additional special events allocated in the Community Promotion budget.

The largest of these services, STAR, is funded by an After School Education and Safety grant from the State. FY 2022 marks 17 years of receiving the grant, totaling \$2,116,700 for the year, which includes the annual funding necessary to keep up with the State's minimum wage requirements.

The budget continues to support the Los Cerritos YMCA and their operation of swim programming at Paramount Pool and youth sports. The YMCA at Paramount Pool has provided our community with year-round swim lessons and other swim opportunities at which national non-profit agencies excel. The YMCA will continue to provide youth opportunities in basketball and other sports to offer a recreational outlet that is instructional and supportive of fair and equitable play.

The department is responsible for managing all public facilities including those at Paramount Park, Progress Park, Spane Park, and the Clearwater Building.

General Government

General Government includes Administrative Services, Personnel, Finance, Municipal Support, City Manager, City Attorney, Community Promotion, and City Council and Commissions. This year's operations are budgeted at \$6,054,550, which is about \$304,200 more than the current year's budget.

Municipal Support is separate from General Government. The operations budget for Municipal Support is \$1,949,900, which is \$20,550 less than the current year's budget.

Employment Levels, Salaries, and Benefits

Since the dramatic revenue losses that occurred due to the State's elimination of redevelopment agencies and the Great Recession over a decade ago, the City continues to maintain lean staffing levels. Using an approach that encompasses doing more with less, the City employs 90 full-time positions. Due to the uncertainties stemming from the worldwide COVID-19 Pandemic, several full-time positions were frozen and numerous part-time positions were left unfilled, and no cost of living adjustment (COLA) was implemented in the prior fiscal year. As vaccination rates across the nation and State increase, and COVID-19 infection rates are rapidly declining, the City is preparing to enter FY 2022 fully operational, resulting in staffing levels, programs and services returning to normal operating levels. One frozen position will be reallocated to the Finance Department to add a Senior Accountant position. As for part-time positions, the minimum wage will increase to \$15 an hour in 2022. This will prompt a look at salaries later this calendar year to address issues of salary compaction.

**OPERATING
EXPENDITURES
(cont'd)**

As part of the hiring and budget freezes that occurred due to the COVID-19 uncertainties in FY 2021, cost of living adjustments (COLA) were also eliminated. Based on the National Consumer Price Index (CPI) that predicates general living expenses, COLAs are one of many important tools utilized to ensure a high quality workforce. Since the City's last COLA for employees, CPI has increased by 4%. As a result, a three percent cost of living adjustment (COLA) is being proposed to all full-time employees with two percent directed to the CALPERS employer-paid member contribution for "Classic" employees. A three percent cost of living adjustment (COLA) is also being proposed to all part-time employees. The cost of the COLA funded by the General Fund is expected to be about \$143,000.

Furthermore, in an effort to ensure our labor force remains competitive in the labor market, a consultant was retained to conduct an update to our employee compensation study, which was first conducted in 2018. Remaining consistent with the strategy employed in 2018, the compensation of several positions whose compensation is considered the most severely under market when compared to other cities will be adjusted.

The City will continue monitoring short- and long-term organizational impacts from COVID-19-caused losses of sales tax revenue, as well as any concurrent federal and State funding support.

Water Operations

Water Operations are budgeted at \$11,151,850, about \$110,300 more than the current year's budget. Overall, we are projecting a deficit of \$3,085,150. The deficit was expected, as the cost of providing water is increasing every year while our water rates are relatively low when compared to other utility agencies. In addition, in FY 2019, we started paying debt service for the construction of the new well that has further increased the financial burden.

The budget includes continued funding for the development of Water Well #16. The drilling portion of that well was completed in prior years. Both the drilling and equipment design phases were funded with bond proceeds from the former Redevelopment Agency. In 2018, a loan from the California Infrastructure and Economic Development Bank (IBank) was secured for the equipping phase of this project, which started in the last quarter of FY 2020.

**CAPITAL
IMPROVEMENTS**

The capital improvement budget for FY 2022 is \$22,106,850, with \$2,578,100 funded by General Fund, \$2,770,000 by Water, \$4,800,000 by Early Action Grant, \$2,872,350 by California Natural Resources Agency (CNRA), \$2,084,700 by SB1-RMRA, \$1,208,500 by Measure M, \$801,300 by Measure R, \$961,000 by Proposition C, \$834,000 by Proposition A, \$690,000 by Measure A, \$581,900 by Highway Safety Improvement Program (HSIP), \$650,000 by American Rescue Plan Act (ARPA), \$249,000 by Public Art Fee, \$150,000 by Highway Bridge Repair, \$178,000 by Proposition 68, \$170,000 by ATP, \$453,000 by Capital Reserve, and

**CAPITAL
IMPROVEMENTS
(cont'd)**

the rest with other restricted funds.

As always, the upcoming Capital Improvement Program provides for improvements to our arterial street corridors and neighborhood streets, continued planning for several large infrastructure projects in the coming years, and projects that will improve and maintain our parks and City facilities. Specifically on streets, we are moving forward on a street repaving project on Downey Avenue from Alondra Avenue to Somerset Avenue, as well as other neighborhood street improvements. The budget also contains funding for drought tolerant median conversion, crosswalk upgrades, traffic signal installations and city-wide bus shelter construction.

The budget continues to include funding for the final phase of the new water well construction. In addition, the City was fortunate to receive a grant through the State Local Highway Bridge Program (HBP) to replace the two bridge structures on Rosecrans Avenue that cross the LA River. The budget provides funding for the first phase of design for this project, which is funded mostly through the HBP grant. In addition, the City was also awarded grants for the design of the Phase II West Santa Ana Bikeway and the design for the widening of Alondra Boulevard.

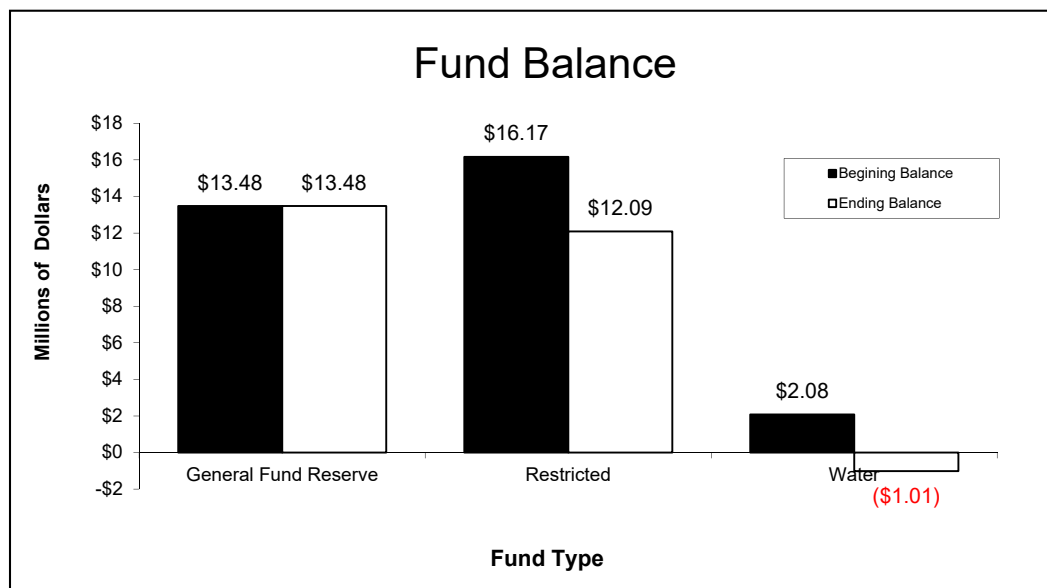
The Capital Improvement budget continues our effort to improve our parks and public facilities and to handle vital maintenance needs. Over the course of the last few years, we have been making a series of improvements to various facilities including the picnic shelters at Paramount Park and the restrooms at the Paramount Park Gym. In FY 2022, we anticipate the completion of the Paramount Pool renovation. Funding was also included for various improvements at parks and facilities citywide including major upgrades at Paramount Park such as an installation of new playground equipment, ballfield lighting improvements and Gym improvements. In addition, the Salud Park walking track will be replaced, along with roof replacement at the City Yard and fountain renovation at the Civic Center.

**ENDING
BALANCE**

We are projecting to complete FY 2022 with a combined ending balance of \$24,566,150 for all three fund types. Our unassigned portion of the General Fund will end the year with \$13,486,150, a \$2,250 increase from the current fiscal year. Our Restricted Funds will end the year with \$12,086,900, a significant decrease of \$4,078,900 due to the use of Restricted Funds for one-time projects. Our Water Fund will end the year with negative \$1,006,900, a \$3,085,150 decrease from the current year.

The chart below is a summary and overall review of our balances, showing what we began the year with and how much we project to have at the end of the year.

ENDING BALANCE (cont'd.)



SUCCESSOR AGENCY

The former Paramount Redevelopment Agency was terminated on January 31, 2012, pursuant to ABx1 26. As a result, the Successor Agency for the Paramount Redevelopment Agency was created to wind down the affairs of the former Redevelopment Agency.

Included in this budget are the enforceable obligations on Recognized Obligation Payment Schedules and the Redevelopment Property Tax Trust Fund we expect to receive. The budget assumes that the City will be receiving \$100,000 for administration to fulfill the requirements of making bond payments and complying with various agreements.

HOUSING AUTHORITY

The Paramount Housing Authority has been inactive since the County of Los Angeles took over the administrative function for Paramount's rental assistance vouchers in 2011. With the dissolution of redevelopment, the Housing Authority received a limited amount of low-mod housing funds for future housing projects.

SUMMARY

In closing, preparing a budget for a city is never an easy task with many unknown variables. Doing so in the midst of a global pandemic raises it to a new level of uncertainty. It is impossible to anticipate the depth and duration of the economic downturn caused by the pandemic at this time. As the "Blueprint for a Safer Economy" is anticipated to be lifted on June 15, 2021, we will have a clearer picture of our financial outlook.

In light of all that, this is a preliminary spending plan for FY 2022 using conservative spending habits and revenue predictions. We are planning to revisit this budget once the final guidance of the American Rescue Plan Act (ARPA) is made available by the US Department of Treasury and adopt a revised budget in the near future. With that said, we continue to maintain the current level of services and programs

SUMMARY
(cont'd.)

for residents, with our traditional focus on a strong public safety component.

The budget we are presenting provides a financial outline for FY 2022. In this document you will find a blueprint to continue our municipal services and meet the needs and desires of our community.

Respectfully submitted this 8th day of June, 2021.

A handwritten signature in black ink, appearing to read 'John Moreno', with a stylized, cursive script.

John Moreno
City Manager

BUDGET SUMMARIES

This section contains summary tables and charts for Fiscal Year 2022.

- Revenues..... 2
- Expenditures 4
- Sources and Uses of Funds 5
- Staffing Summary by Department..... 6

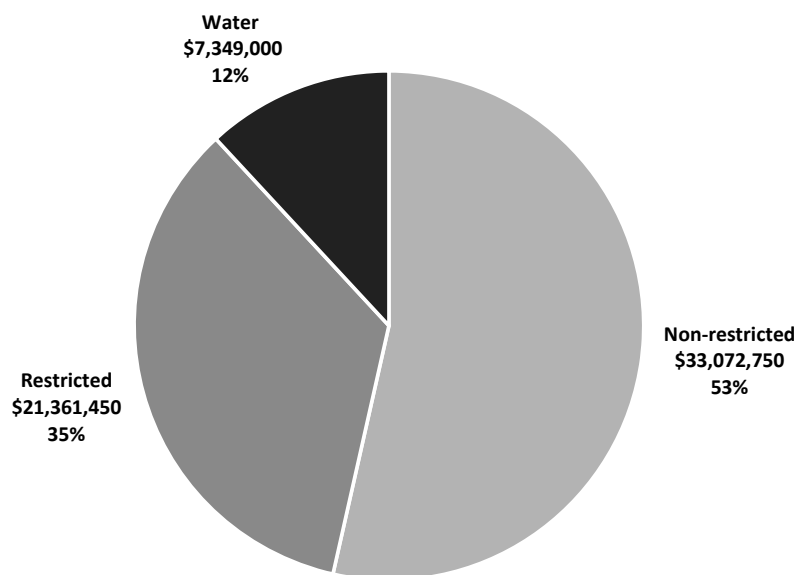
Revenue Summary

City of Paramount
(Excludes Successor Agency and Housing Authority)
Fiscal Year 2022

Revenue Source	FY 2021 Final Budget	% of Total	FY 2022 Proposed Budget	% of Total
Non-Restricted Revenue				
Taxes	\$ 22,412,850	41.31%	22,845,000	36.98%
Licenses and Permits	357,000	0.66%	352,000	0.57%
Fines, Forfeitures, and Penalties	773,000	1.43%	697,500	1.13%
Revenue From Use of Property	138,750	0.26%	128,750	0.21%
Revenue From Other Agencies	7,362,150	13.57%	7,351,500	11.90%
Current Charges for Services	507,500	0.94%	338,000	0.55%
Miscellaneous Revenue-Reimbursements	1,075,000	1.98%	950,000	1.54%
Miscellaneous Revenue-Other	1,167,000	2.15%	410,000	0.66%
Total Non-Restricted Revenue	33,793,250	62.30%	33,072,750	53.54%
Restricted Revenue				
American Rescue Plan Act (ARPA)	-	0.00%	875,650	1.42%
Community Development Block Grant	732,800	1.35%	1,116,450	1.81%
CDBG CARES Act	859,350	1.58%	75,950	0.12%
HOME Investment Partnership Act	213,350	0.39%	404,900	0.66%
After School Education and Safety	2,178,350	4.02%	2,117,250	3.43%
Gas Tax	1,186,300	2.19%	1,328,500	2.15%
SB1-Road Mntc. & Repair Act (RMRA)	954,200	1.76%	1,067,450	1.73%
Traffic Safety Fines	75,000	0.14%	75,000	0.12%
AB 939 Fees	99,900	0.18%	99,000	0.16%
AB 2766 Subvention Funds	69,750	0.13%	69,000	0.11%
Disability Access and Education	5,150	0.01%	5,100	0.01%
Proposition A Transit Tax	1,142,900	2.11%	1,127,000	1.82%
Proposition C Transit Tax	947,500	1.75%	935,200	1.51%
Measure R Transit Tax	709,100	1.31%	629,750	1.02%
Measure M Transit Tax	802,800	1.48%	792,650	1.28%
Measure W Clean Water Parcel Tax	642,950	1.19%	642,800	1.04%
Sewer Reconstruction	2,650	0.00%	2,500	0.00%
Public Art Fees	51,550	0.10%	51,000	0.08%
Public Access Fees	35,550	0.07%	35,550	0.06%
Storm Drain Fees	17,000	0.03%	17,000	0.03%
General Plan Fees	31,000	0.06%	31,000	0.05%
Property Assessments	14,150	0.03%	14,150	0.02%
Other Grants	2,220,000	4.09%	9,843,300	15.93%
Equipment Replacement	5,300	0.01%	5,300	0.01%
Subtotal Restricted Revenue	12,996,600	23.98%	21,361,450	34.57%
Paramount Municipal Water	7,443,500	13.72%	7,349,000	11.89%
Total Restricted Revenue	20,440,100	37.70%	27,834,800	46.46%
Grand Total - All Revenue	\$ 54,233,350	100.00%	61,783,200	100.00%

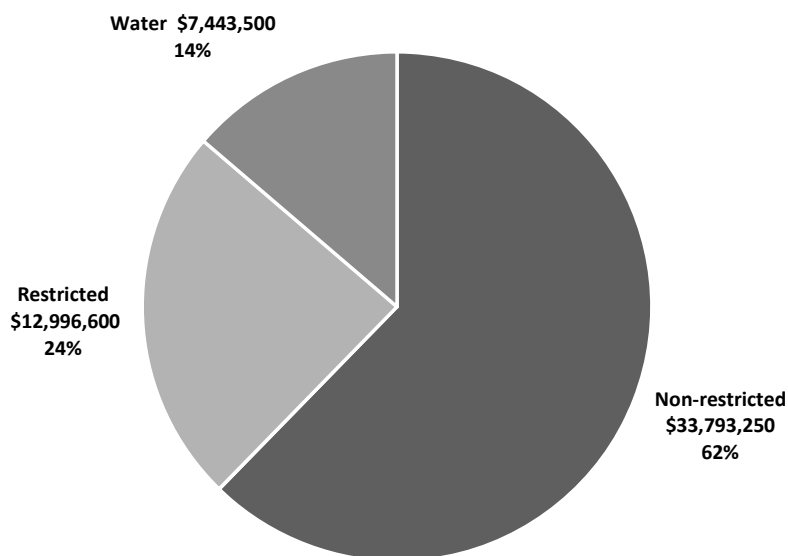
Fiscal Year 2022 Revenue Summary

\$ 61,783,200



Fiscal Year 2021 Revenue Summary

\$ 54,233,350



Expenditure Summary

City of Paramount
(Excludes Successor Agency and Housing Authority)
Fiscal Year 2022 Budget

Department	Salary & Benefits	Maintenance & Operation	Capital Outlay	Total
General Government				
City Council/Commissions	\$ 195,650	169,650	-	365,300
City Manager/City Clerk	859,900	205,650	2,000	1,067,550
City Attorney	111,250	281,200	-	392,450
Community Promotion	-	455,100	-	455,100
Administrative Services	1,588,250	229,750	-	1,818,000
Finance	1,855,100	468,300	125,050	2,448,450
Total General Government	<u>4,610,150</u>	<u>1,809,650</u>	<u>127,050</u>	<u>6,546,850</u>
Municipal Support	-	1,998,550	61,650	2,060,200
Planning	1,442,600	2,171,500	40,000	3,654,100
Public Safety	2,924,050	10,719,350	110,000	13,753,400
Community Services	4,092,450	1,256,850	89,600	5,438,900
Public Works	<u>5,307,600</u>	<u>13,004,800</u>	<u>710,000</u>	<u>19,022,400</u>
Total Operating Expenditures	<u>\$ 18,376,850</u>	<u>30,960,700</u>	<u>1,138,300</u>	<u>50,475,850</u>
Total Capital Project Expenditures				<u>22,106,850</u>
Grand Total - All Expenditures			<u>\$</u>	<u>72,582,700</u>

Sources and Uses of Funds

City of Paramount
(Excludes Successor Agency and Housing Authority)
Fiscal Year 2022 Budget

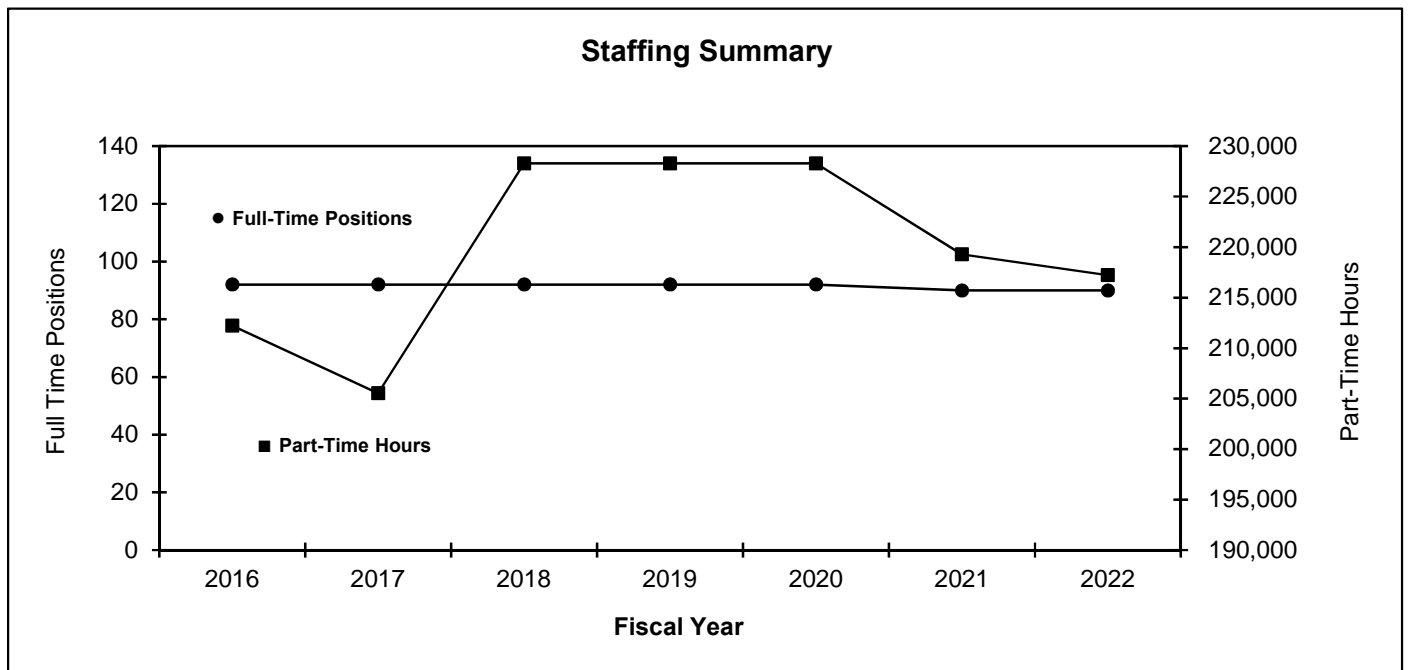
	Non- Restricted Funds	Restricted/ Assigned Funds	Water Funds	Total All Funds
Sources				
Estimated Beginning Balance *	\$ 13,483,900	16,165,800	2,078,250	31,727,950
Estimated Revenues	33,072,750	21,361,450	7,349,000	61,783,200
Loan Proceeds	-	-	2,170,000	2,170,000
Depreciation	-	150,000	1,000,000	1,150,000
Principal Payments	-	-	317,700	317,700
Estimated Funds Available	46,556,650	37,677,250	12,914,950	97,148,850
Uses - Operations				
City Council/Commissions	362,200	-	3,100	365,300
City Manager/City Clerk	1,023,550	44,000	-	1,067,550
City Attorney	392,450	-	-	392,450
Community Promotion	450,100	5,000	-	455,100
Administrative Services	1,742,150	75,850	-	1,818,000
Finance	3,422,750	486,400	599,500	4,508,650
Planning	2,033,300	1,620,800	-	3,654,100
Public Safety	12,718,750	1,034,650	-	13,753,400
Community Services	2,467,350	2,971,550	-	5,438,900
Public Works	5,879,800	2,593,350	10,549,250	19,022,400
Subtotal - Operations	30,492,400	8,831,600	11,151,850	50,475,850
Uses - Capital Projects				
Projects for FY 2022	2,578,100	16,758,750	2,770,000	22,106,850
Total Uses - Operations & Capital	33,070,500	25,590,350	13,921,850	72,582,700
Estimated Ending Balance	\$ 13,486,150	12,086,900	(1,006,900)	24,566,150

* Rounded to the nearest \$50

Staffing Summary by Department Fiscal Year 2016-2022

Department	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Full-Time Positions							
City Manager/City Clerk *	4	4	4	4	4	4	4
Administrative Services	7	7	8	8	8	8	8
Finance	9	9	9	9	9	9	10
Planning	8	8	8	8	8	8	8
Public Safety	21	21	21	21	21	19	19
Community Services	10	10	10	10	10	10	9
Public Works	33	33	32	32	32	32	32
Total	92	92	92	92	92	90	90
Part-Time Hours							
City Manager/City Clerk	1,300	1,300	1,300	1,300	1,300	2,600	2,600
Administrative Services	7,748	6,352	6,396	7,140	6,708	8,008	8,008
Finance	8,320	9,620	9,620	11,024	11,648	11,648	11,284
Planning	1,820	2,600	3,900	5,200	5,200	5,200	5,200
Public Safety	11,090	12,598	13,594	13,594	14,998	13,854	13,804
Community Services	152,807	144,857	165,271	155,397	140,859	138,708	136,012
Public Works	29,120	28,210	28,210	28,210	33,540	39,260	40,300
Total	212,205	205,537	228,291	221,865	214,253	219,278	217,208

* Includes City Attorney



REVENUE DETAIL

This section contains a detailed breakdown of revenues by source, together with a detailed three-year history.

Revenue Detail

City of Paramount
(Excludes Successor Agency and Housing Authority)
Fiscal Year 2022 Budget

Revenue Source	Actual FY 2019	Actual FY 2020	Final Budget FY 2021	% Change From Prior Yr	Proposed Budget FY 2022	% Change From Prior Yr
Non-Restricted Revenue						
<u>Taxes</u>						
Sales & Use Tax	\$ 8,449,883	\$ 8,265,394	\$ 8,700,000	5.3%	\$ 8,900,000	2.3%
Transaction & Use Tax	-	\$ -	4,700,000	0.0%	4,900,000	4.3%
Utility Tax	3,735,577	\$ 3,484,876	3,285,000	-5.7%	3,285,000	0.0%
Franchise Tax	1,818,389	\$ 1,885,967	1,840,850	-2.4%	1,800,000	-2.2%
Property Tax	2,254,465	\$ 2,387,292	2,575,000	7.9%	2,575,000	0.0%
Real Property Transfer Tax	87,021	\$ 175,814	100,000	-43.1%	85,000	-15.0%
Business License Tax	1,288,912	\$ 1,204,756	1,212,000	0.6%	1,300,000	7.3%
Subtotal	\$ 17,634,247	\$ 17,404,099	\$ 22,412,850	28.8%	\$ 22,845,000	1.9%
<u>Licenses and Permits</u>						
Animal Licenses	\$ 138,403	\$ 107,691	\$ 75,000	-30.4%	\$ 75,000	0.0%
Construction Permits	361,429	198,545	280,000	41.0%	275,000	-1.8%
Other Licenses and Permits	2,204	3,027	2,000	-33.9%	2,000	0.0%
Subtotal	\$ 502,035	\$ 309,263	\$ 357,000	15.4%	\$ 352,000	-1.4%
<u>Fines, Forfeitures, and Penalties</u>						
Parking Citations	\$ 718,430	\$ 676,804	\$ 620,000	-8.4%	\$ 570,000	-8.1%
Vehicle Impound Fees	58,435	\$ 79,575	73,000	-8.3%	60,000	-17.8%
Vehicle Corrections	6,290	\$ 5,270	3,000	-43.1%	2,500	-16.7%
Municipal Court Fines	8,996	8,620	7,000	-18.8%	5,000	-28.6%
Administrative Citation Fines	42,246	50,344	70,000	39.0%	60,000	-14.3%
Subtotal	\$ 834,397	\$ 820,613	\$ 773,000	-5.8%	\$ 697,500	-9.8%
<u>Revenue From Use of Property</u>						
Investment Earnings	\$ 303,966	\$ 264,400	\$ 80,000	-69.7%	\$ 70,000	-12.5%
Rents and Leases	58,196	\$ 59,531	58,750	-1.3%	58,750	0.0%
Subtotal	\$ 362,162	\$ 323,931	\$ 138,750	-57.2%	\$ 128,750	-7.2%
<u>Revenue From Other Agencies</u>						
Motor Vehicle License In-Lieu	\$ 6,328,969	\$ 6,871,317	\$ 7,321,500	6.6%	\$ 7,321,500	0.0%
Motor Vehicle License	26,880	\$ 43,923	40,650	-7.5%	30,000	-26.2%
Subtotal	\$ 6,355,849	\$ 6,915,240	\$ 7,362,150	6.5%	\$ 7,351,500	-0.1%
<u>Current Charges for Services</u>						
Development Fees	\$ 186,256	\$ 171,780	\$ 431,900	151.4%	\$ 198,000	-54.2%
Swimming Pool Fees	28,480	-	-	0.0%	-	0.0%
Recreation Program Fees	178,082	88,521	5,500	-93.8%	70,000	1172.7%
Industrial Waste Inspection	74,666	81,321	70,000	-13.9%	70,000	0.0%
Other Fees	46	(151)	100	-166.3%	-	-100.0%
Subtotal	\$ 467,530	\$ 341,471	\$ 507,500	48.6%	\$ 338,000	-33.4%

Revenue Detail

City of Paramount
(Excludes Successor Agency and Housing Authority)
Fiscal Year 2022 Budget

Revenue Source	Actual FY 2019	Actual FY 2020	Final Budget FY 2021	% Change From Prior Yr	Proposed Budget FY 2022	% Change From Prior Yr
Non-Restricted Revenue (Continued)						
<u>Other Revenue</u>						
Judgements and Damages	\$ 32,552	\$ 26,821	\$ 17,000	-36.6%	\$ 10,000	-41.2%
Water Department Administration	850,000	850,000	850,000	0.0%	850,000	0.0%
Successor Agency Administration	227,719	226,089	225,000	-0.5%	100,000	-55.6%
Miscellaneous	524,614	480,942	1,150,000	139.1%	400,000	-65.2%
Subtotal	\$ 1,634,885	\$ 1,583,852	\$ 2,242,000	41.6%	\$ 1,360,000	-39.3%
Total Non-Restricted Revenue	\$ 27,791,106	\$ 27,698,469	\$ 33,793,250	22.0%	\$ 33,072,750	-2.1%
Restricted Revenue						
<u>Community Dev. Block Grant</u>						
Allocation	\$ 703,991	\$ 759,557	\$ 732,800	-3.5%	\$ 1,116,450	52.4%
Program Income	1,690	-	-	0.0%	-	0.0%
	\$ 705,681	\$ 759,557	\$ 732,800	-3.5%	\$ 1,116,450	52.4%
<u>HOME Investment Partnership Act</u>						
Allocation	\$ 110,903	\$ 157,516	\$ 213,350	35.4%	\$ 404,900	89.8%
Program Income	7,215	-	-	0.0%	-	0.0%
	\$ 118,118	\$ 157,516	\$ 213,350	35.4%	\$ 404,900	89.8%
<u>CDBG CARES Act</u>						
Allocation	\$ -	\$ -	\$ 859,350	0.0%	\$ 75,950	-91.2%
<u>American Rescue Plan Act</u>						
Allocation	\$ -	\$ -	\$ -	0.0%	\$ 865,650	0.0%
Investment Earnings	-	-	-	0.0%	10,000	0.0%
	\$ -	\$ -	\$ -	0.0%	\$ 875,650	#DIV/0!
<u>After School Education and Safety</u>						
Allocation	\$ 2,007,736	\$ 2,055,585	\$ 2,177,750	5.9%	\$ 2,116,700	-2.8%
Other Revenue	22,080	\$ 6,580	50	-99.2%	-	-100.0%
Investment Earnings	5,695	\$ 4,424	550	-87.6%	550	0.0%
Subtotal	\$ 2,035,511	\$ 2,066,589	\$ 2,178,350	5.4%	\$ 2,117,250	-2.8%

Revenue Detail

City of Paramount
(Excludes Successor Agency and Housing Authority)
Fiscal Year 2022 Budget

Revenue Source	Actual FY 2019	Actual FY 2020	Final Budget FY 2021	% Change From Prior Yr	Proposed Budget FY 2022	% Change From Prior Yr
Restricted Revenue (Continued)						
<u>Gas Tax</u>						
2103 Apportionment	\$ 187,081	\$ 382,672	\$ 357,500	-6.6%	\$ 427,400	19.6%
2105 Apportionment	307,251	283,095	288,700	2.0%	313,950	8.7%
2106 Apportionment	188,028	165,354	165,500	0.1%	179,850	8.7%
2107 Apportionment	386,402	357,461	366,100	2.4%	399,300	9.1%
2107.5 Apportionment	7,500	7,500	7,500	0.0%	7,500	0.0%
SB1 - Loan Repayment	63,151	62,391	-	-100.0%	-	0.0%
Investment Earnings	5,726	4,692	1,000	-78.7%	500	-50.0%
Subtotal	\$ 1,145,140	\$ 1,263,165	\$ 1,186,300	-6.1%	\$ 1,328,500	12.0%
<u>SB1 - Road Mntc. & Repair Act (RMRA)</u>						
Allocation	\$ 1,026,939	\$ 961,201	\$ 950,700	-1.1%	\$ 1,065,450	12.1%
Investment Earnings	5,915	\$ 9,592	3,500	-63.5%	2,000	-42.9%
Subtotal	\$ 1,032,854	\$ 970,793	\$ 954,200	-1.7%	\$ 1,067,450	11.9%
<u>Traffic Safety Fines</u>						
Traffic Fines	\$ 95,949	\$ 116,751	\$ 75,000	-35.8%	\$ 75,000	0.0%
Investment Earnings	-	\$ -	150	0.0%	-	-100.0%
Subtotal	\$ 95,949	\$ 116,751	\$ 75,150	-35.6%	\$ 75,000	-0.2%
<u>AB 939 Fees</u>						
Fees	\$ 79,846	\$ 109,281	\$ 98,000	-10.3%	\$ 98,000	0.0%
Investment Earnings	5,548	\$ 5,774	1,900	-67.1%	1,000	-47.4%
Subtotal	\$ 85,394	\$ 115,054	\$ 99,900	-13.2%	\$ 99,000	-0.9%
<u>AB 2766 Subvention Funds</u>						
Fees	\$ 72,635	\$ 69,973	\$ 68,000	-2.8%	\$ 68,000	0.0%
Investment Earnings	5,974	\$ 5,281	1,750	-66.9%	1,000	-42.9%
Subtotal	\$ 78,609	\$ 75,255	\$ 69,750	-7.3%	\$ 69,000	-1.1%
<u>Disability Access and Education</u>						
Fees	\$ 9,227	\$ 8,442	\$ 5,000	-40.8%	\$ 5,000	0.0%
Investment Earnings	338	\$ 440	150	-65.9%	100	-33.3%
Subtotal	\$ 9,565	\$ 8,882	\$ 5,150	-42.0%	\$ 5,100	-1.0%
<u>Proposition A Transit Tax</u>						
Allocation	\$ 1,122,716	\$ 1,085,752	\$ 1,133,000	4.4%	\$ 1,120,000	-1.1%
Shuttle Fares/Taxi Vouchers	30,758	3,647	4,000	9.7%	4,000	0.0%
Program Income	8,593	-	-	0.0%	-	0.0%
Investment Earnings	16,196	18,264	5,900	-67.7%	3,000	-49.2%
Subtotal	\$ 1,178,263	\$ 1,107,663	\$ 1,142,900	3.2%	\$ 1,127,000	-1.4%

Revenue Detail

City of Paramount
(Excludes Successor Agency and Housing Authority)
Fiscal Year 2022 Budget

Revenue Source	Actual FY 2019	Actual FY 2020	Final Budget FY 2021	% Change From Prior Yr	Proposed Budget FY 2022	% Change From Prior Yr
Restricted Revenue (Continued)						
<u>Proposition C Transit Tax</u>						
Allocation	\$ 931,261	\$ 900,634	\$ 939,800	4.3%	\$ 929,000	-1.1%
Program Income	-	\$ -	3,200	0.0%	3,200	0.0%
Investment Earnings	16,371	\$ 10,762	4,500	-58.2%	3,000	-33.3%
Subtotal	\$ 947,632	\$ 911,396	\$ 947,500	4.0%	\$ 935,200	-1.3%
<u>Measure R Transit Tax</u>						
Allocation	\$ 698,647	\$ 674,509	\$ 704,900	4.5%	\$ 626,750	-11.1%
Investment Earnings	18,039	\$ 13,687	4,200	-69.3%	3,000	-28.6%
Subtotal	\$ 716,685	\$ 688,196	\$ 709,100	3.0%	\$ 629,750	-11.2%
<u>Measure M Transit Tax</u>						
Allocation	\$ 787,438	\$ 758,685	\$ 798,800	5.3%	\$ 789,650	-1.1%
Investment Earnings	12,443	\$ 5,502	4,000	-27.3%	3,000	-25.0%
Subtotal	\$ 799,880	\$ 764,187	\$ 802,800	5.1%	\$ 792,650	-1.3%
<u>Measure W</u>						
Allocation	\$ -	\$ -	\$ 642,300	0.0%	\$ 642,300	0.0%
Investment Earnings	-	\$ -	650	0.0%	500	-23.1%
Subtotal	\$ -	\$ -	\$ 642,950	0.0%	\$ 642,800	0.0%
<u>Storm Drain</u>						
Fees	\$ 20,923	\$ 9,072	\$ 15,000	65.3%	\$ 15,000	0.0%
Investment Earnings	8,029	\$ 7,122	2,000	-71.9%	2,000	0.0%
Subtotal	\$ 28,952	\$ 16,194	\$ 17,000	5.0%	\$ 17,000	0.0%
<u>Sewer Reconstruction</u>						
Fees	\$ 3,941	\$ 722	\$ 1,500	107.6%	\$ 1,500	0.0%
Investment Earnings	4,660	\$ 4,017	1,150	-71.4%	1,000	-13.0%
Subtotal	\$ 8,601	\$ 4,740	\$ 2,650	-44.1%	\$ 2,500	-5.7%
<u>Public Art Fee</u>						
Fees	\$ 122,986	\$ 35,630	\$ 50,000	40.3%	\$ 50,000	0.0%
Investment Earnings	6,004	\$ 5,890	1,550	-73.7%	1,000	-35.5%
Subtotal	\$ 128,989	\$ 41,520	\$ 51,550	24.2%	\$ 51,000	-1.1%
<u>Public Access</u>						
Public Access Fees	\$ 46,865	\$ 47,509	\$ 35,000	-26.3%	\$ 35,000	0.0%
Investment Earnings	2,414	\$ 2,523	550	-78.2%	550	0.0%
Subtotal	\$ 49,278	\$ 50,032	\$ 35,550	-28.9%	\$ 35,550	0.0%

Revenue Detail

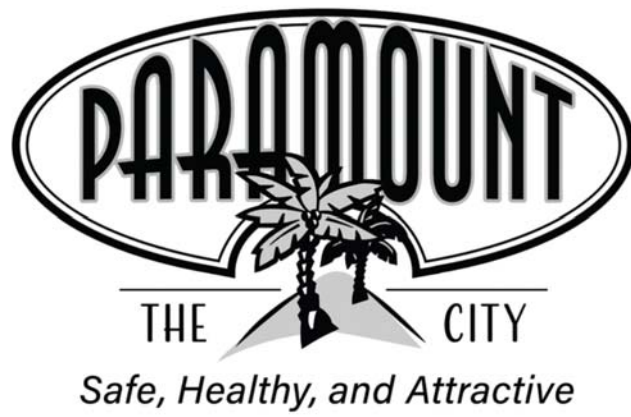
City of Paramount
(Excludes Successor Agency and Housing Authority)
Fiscal Year 2022 Budget

Revenue Source	Actual FY 2019	Actual FY 2020	Final Budget FY 2021	% Change From Prior Yr	Proposed Budget FY 2022	% Change From Prior Yr
Restricted Revenue (Continued)						
<u>General Plan Fees</u>						
General Plan	\$ 41,846	\$ 18,144	\$ 30,000	65.3%	\$ 30,000	0.0%
Investment Earnings	14,096	11,854	1,000	-91.6%	1,000	0.0%
Subtotal	\$ 55,942	\$ 29,998	\$ 31,000	3.3%	\$ 31,000	0.0%
<u>Property Assessments</u>						
Orange Ave Industrial Park	\$ 14,577	\$ 14,125	\$ 14,150	0.2%	\$ 14,150	0.0%
<u>Other Grants</u>						
Active Transportation Grant (ATP)	\$ -	\$ 72,029	\$ 125,000	73.5%	\$ 170,000	36.0%
Arts Education	-	-	1,250	0.0%	-	-100.0%
Beverage Container Recycling	14,133	-	(14,150)	0.0%	-	-100.0%
Cal Recycling	-	6,360	71,500	1024.2%	-	-100.0%
Calif. Natural Resource Agency (CNRA)	-	21,355	515,650	2314.7%	2,872,350	457.0%
CA Local Early Action Planning (LEAP)	-	-	150,000	0.0%	-	-100.0%
CA Local Roadway Safety Plan (LSRP)	-	-	72,000	0.0%	-	-100.0%
EIR Review Grant (West Santa Ana)	10,927	-	-	0.0%	-	0.0%
I-710 Early Action Funds	2,850	273,105	-	-100.0%	4,800,000	0.0%
Cal-OES/FEMA	-	-	37,000	0.0%	-	-100.0%
Highway Bridge Repair (HBR)	-	51,850	255,850	393.4%	150,000	-41.4%
Highway Safety Improvement Program (H	-	-	-	0.0%	581,900	0.0%
Justice Administration Grant	12,671	10,842	89,750	727.8%	-	-100.0%
LA County Probation Grant	-	-	-	0.0%	70,000	0.0%
Measure A (Reg. Park & Open Space Di	26,394	-	-	0.0%	690,000	0.0%
Measure H (Homeless Initiative)	661	80,008	72,000	-10.0%	-	-100.0%
MSRC (Clean Transportation)	33,646	15,000	-	-100.0%	-	0.0%
Park Maintenance - Dills	117,254	-	-	0.0%	-	0.0%
Park Maintenance - Paramount	55,900	-	22,600	0.0%	22,600	0.0%
Prop 68-Per Capita	-	-	-	0.0%	178,000	0.0%
Prop A Park Development	24,338	-	-	0.0%	-	0.0%
SB2 Planning Grant	-	-	-	0.0%	160,000	0.0%
SB 821 Sidewalk/Bikeway	37,915	40,415	30,950	-23.4%	40,650	31.3%
State COPS	148,747	155,948	100,000	-35.9%	100,000	0.0%
State Transportation Program-Local	-	98,000	681,000	594.9%	-	-100.0%
Used Oil	15,431	15,000	6,800	-54.7%	6,800	0.0%
Program Income	-	-	1,500	0.0%	-	-100.0%
Investment Earnings	3,525	4,099	1,300	-68.3%	1,000	-23.1%
Subtotal	\$ 504,392	\$ 844,009	\$ 2,220,000	163.0%	\$ 9,843,300	343.4%

Revenue Detail

City of Paramount
(Excludes Successor Agency and Housing Authority)
Fiscal Year 2022 Budget

Revenue Source	Actual FY 2019	Actual FY 2020	Final Budget FY 2021	% Change From Prior Yr	Proposed Budget FY 2022	% Change From Prior Yr
Restricted Revenue (Continued)						
<u>Equipment Replacement</u>						
Interdepartmental Charges	\$ -	\$ -	\$ -	0.0%	\$ -	0.0%
Investment Earnings	17,200	18,831	5,300	-71.9%	5,300	0.0%
Subtotal	<u>\$ 17,200</u>	<u>\$ 18,831</u>	<u>\$ 5,300</u>	<u>-71.9%</u>	<u>\$ 5,300</u>	<u>0.0%</u>
Subtotal Grants/Other Revenue	<u>\$ 9,757,211</u>	<u>\$ 10,024,454</u>	<u>\$ 12,996,750</u>	<u>29.7%</u>	<u>\$ 21,361,450</u>	<u>64.4%</u>
 <u>Paramount Municipal Water</u>						
Water Sales	\$ 7,556,242	\$ 7,544,211	\$ 7,300,000	-3.2%	\$ 7,300,000	0.0%
Reconnection Fees	48,628	\$ 30,756	-	-100.0%	-	0.0%
Construction/Installation Charges	194,258	45,030	120,000	166.5%	32,000	-73.3%
Other Revenue	6,170	20,127	5,500	-72.7%	7,000	27.3%
Investment Earnings	100,630	90,318	18,000	-80.1%	10,000	-44.4%
Subtotal	<u>\$ 7,905,929</u>	<u>\$ 7,730,442</u>	<u>\$ 7,443,500</u>	<u>-3.7%</u>	<u>\$ 7,349,000</u>	<u>-1.3%</u>
 Total Restricted Revenue	<u>\$ 17,663,140</u>	<u>\$ 17,754,896</u>	<u>\$ 20,440,250</u>	<u>15.1%</u>	<u>\$ 28,710,450</u>	<u>40.5%</u>
 Grand Total - All Revenue	<u>\$ 45,454,246</u>	<u>\$ 45,453,365</u>	<u>\$ 54,233,500</u>	<u>19.3%</u>	<u>\$ 61,783,200</u>	<u>13.9%</u>



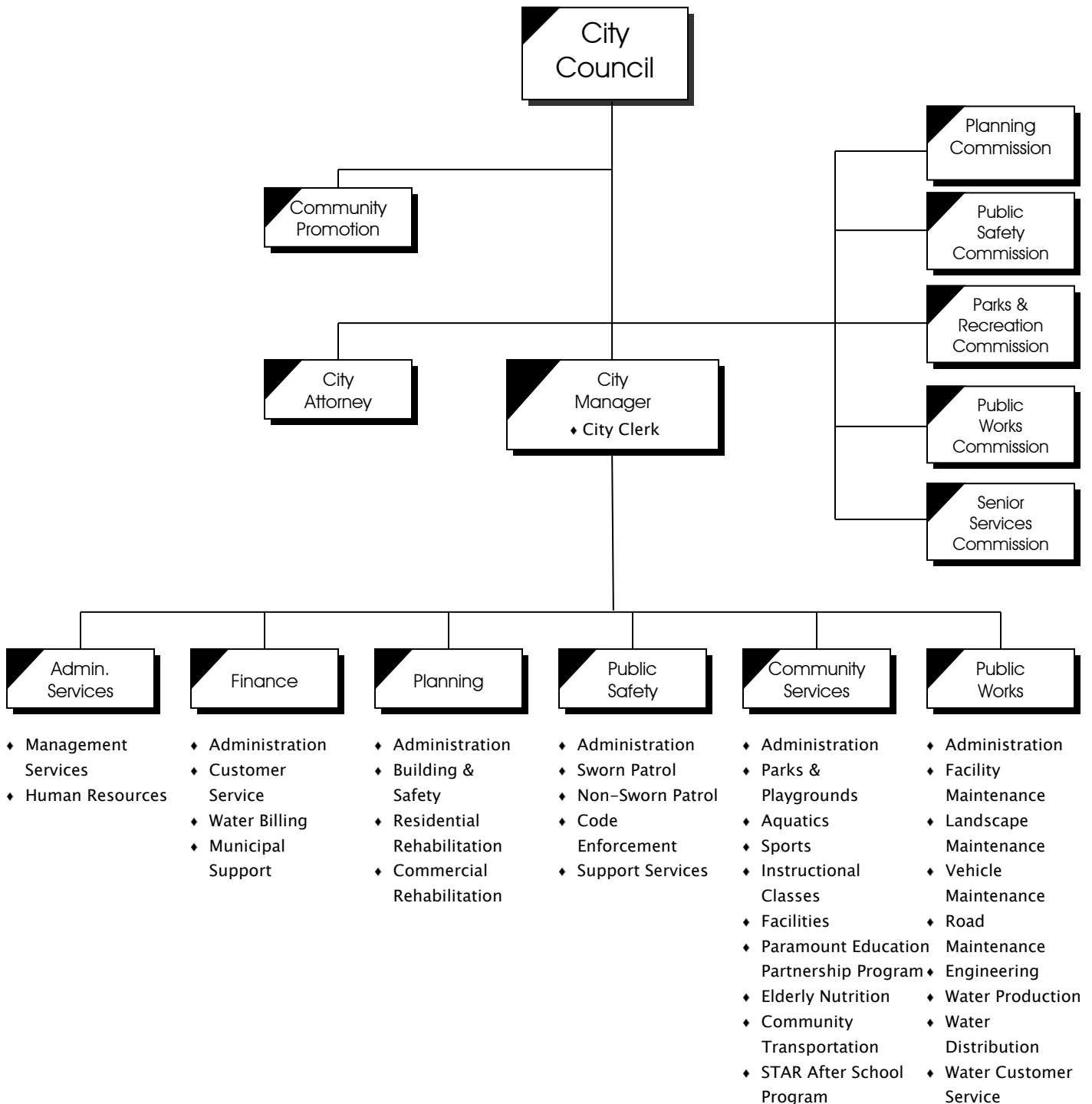
EXPENDITURE DETAIL

This section contains detailed expenditure information for each department broken down into separate activities. A list of the departments is shown below. The next page is a chart showing the way in which these activities are organized on a city-wide basis.

• City Council/Commissions	19
• Community Promotion	35
• City Attorney	39
• City Manager/City Clerk	43
• Administrative Services	47
• Finance	55
• Planning	67
• Public Safety	79
• Community Services	93
• Public Works	117

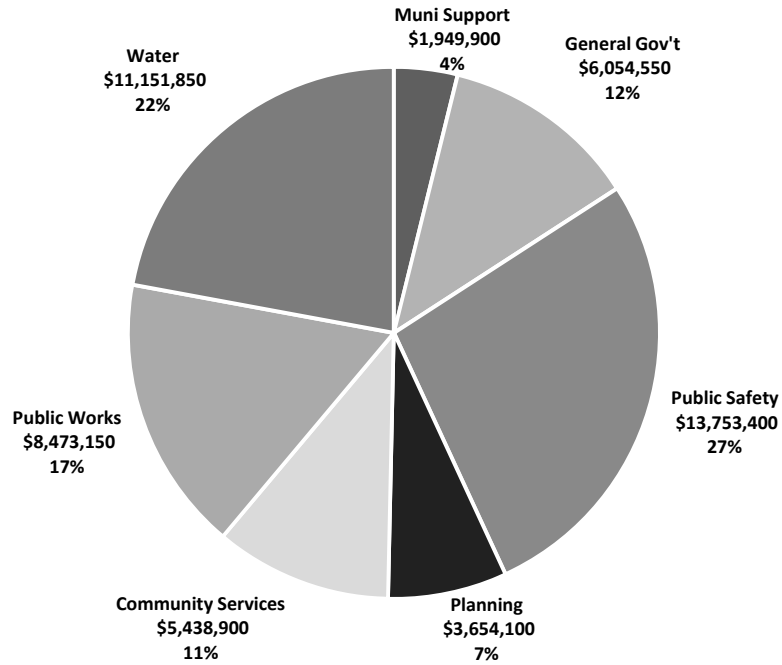
ORGANIZATIONAL CHART

CITY OF PARAMOUNT



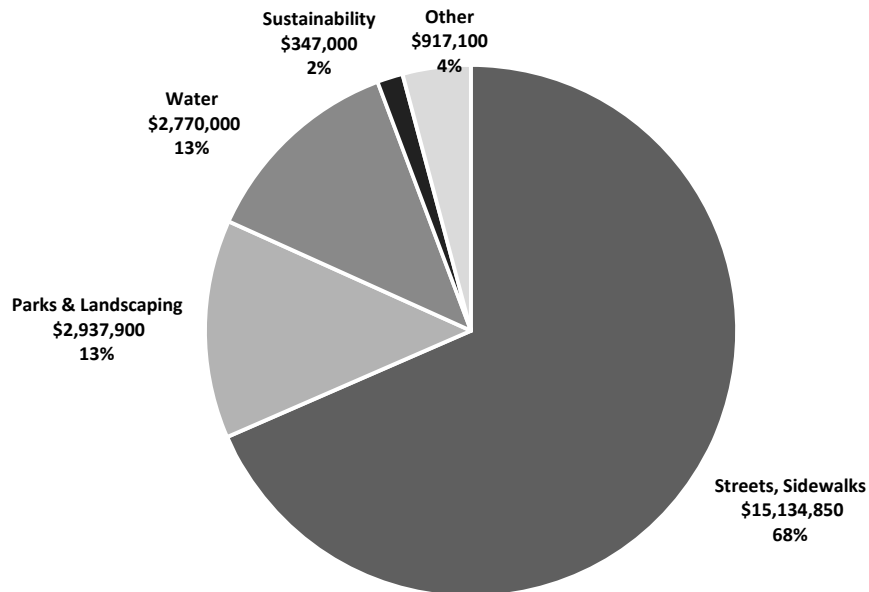
Fiscal Year 2022 Operations

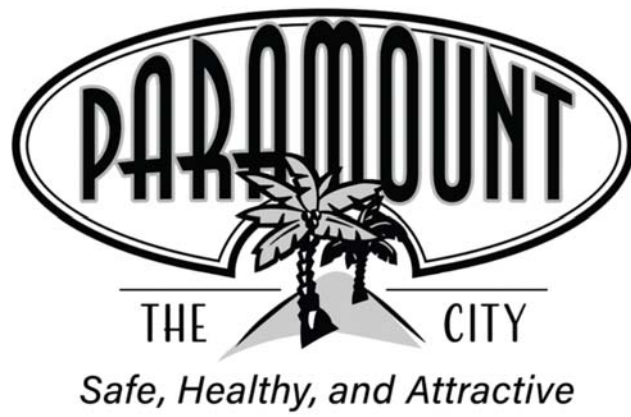
\$ 50,475,850



New and Carryover Capital Improvements

\$ 22,106,850



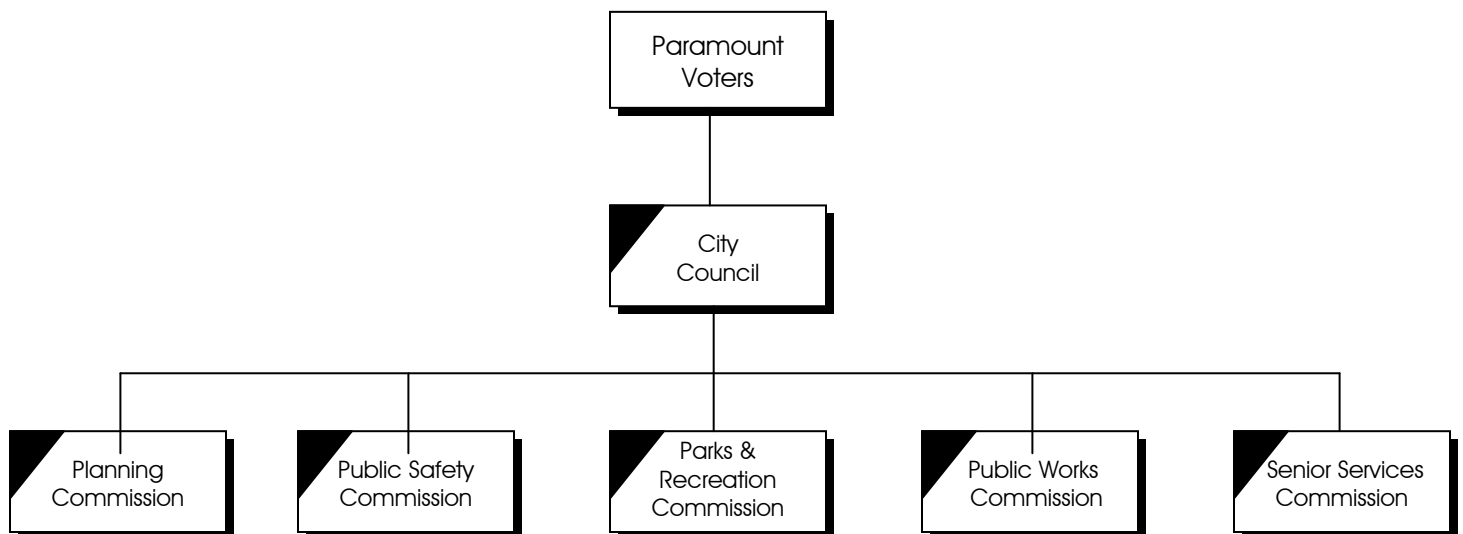


CITY COUNCIL/COMMISSIONS

The City Council is composed of five members who are elected by the voters of Paramount for four-year, overlapping terms. Each year, the City Council chooses a Mayor and a Vice Mayor from among its members whose responsibilities are to chair Council meetings, attest to the official actions of the City, and otherwise represent the City. The City Council establishes policy direction for the City; approves ordinances, resolutions, and contracts; and appoints the City Manager and City Attorney.

With the approval of the City Council, the Mayor appoints five commissions (Planning, Public Safety, Parks & Recreation, Public Works, and Senior Services) which serve as advisory bodies to the City Council. These commissions review issues within their respective areas and make recommendations for the City Council's consideration.

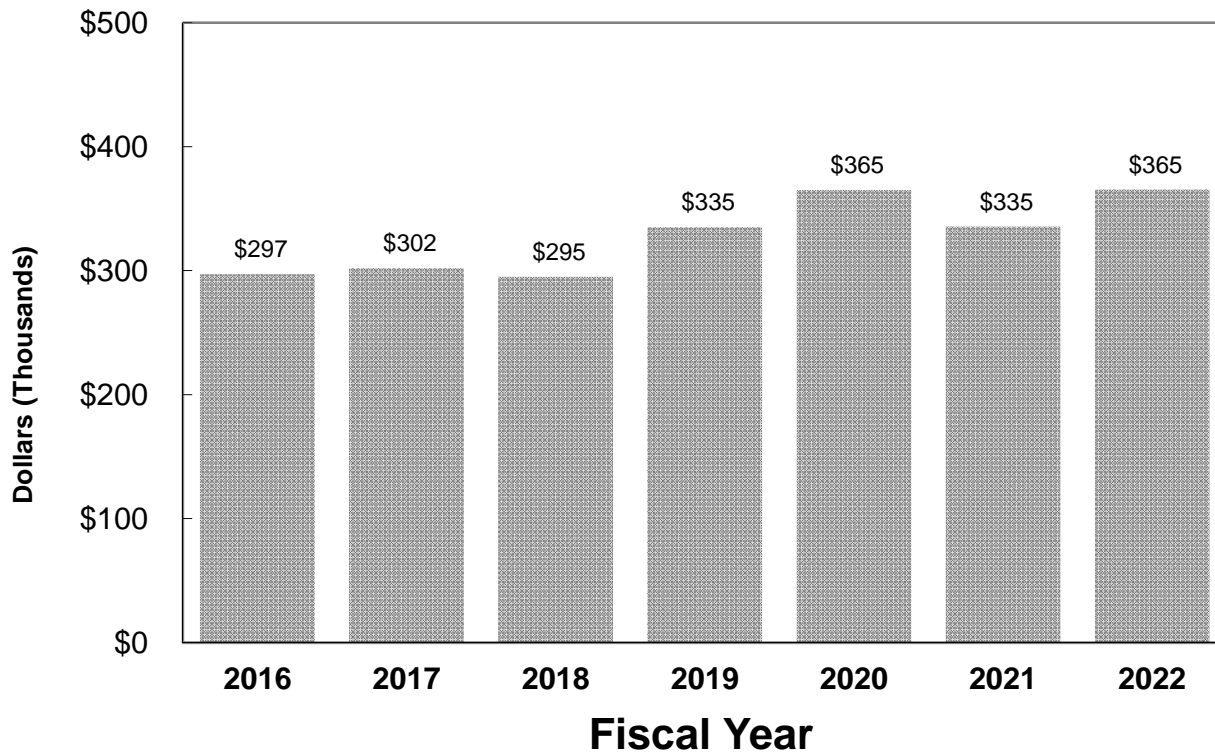
Below is a chart showing the organization of the City Council and its commissions. A department summary combining all activities is shown on the next page. A detailed description of the activity can be found on the following pages.



CITY COUNCIL/COMMISSIONS

2021-22 EXPENDITURE SUMMARY				
<u>Division Name</u>	<u>Salary & Benefits</u>	<u>Maintenance & Operations</u>	<u>Capital Outlay</u>	<u>Total</u>
City Council	\$ 153,600	161,000	-	314,600
Planning Commission	15,450	8,350	-	23,800
Public Safety Commission	8,650	300	-	8,950
Parks & Rec. Commission	6,200	-	-	6,200
Public Works Commission	8,650	-	-	8,650
Senior Services Commission	3,100	-	-	3,100
Total	<u>\$ 195,650</u>	<u>169,650</u>	<u>-</u>	<u>365,300</u>

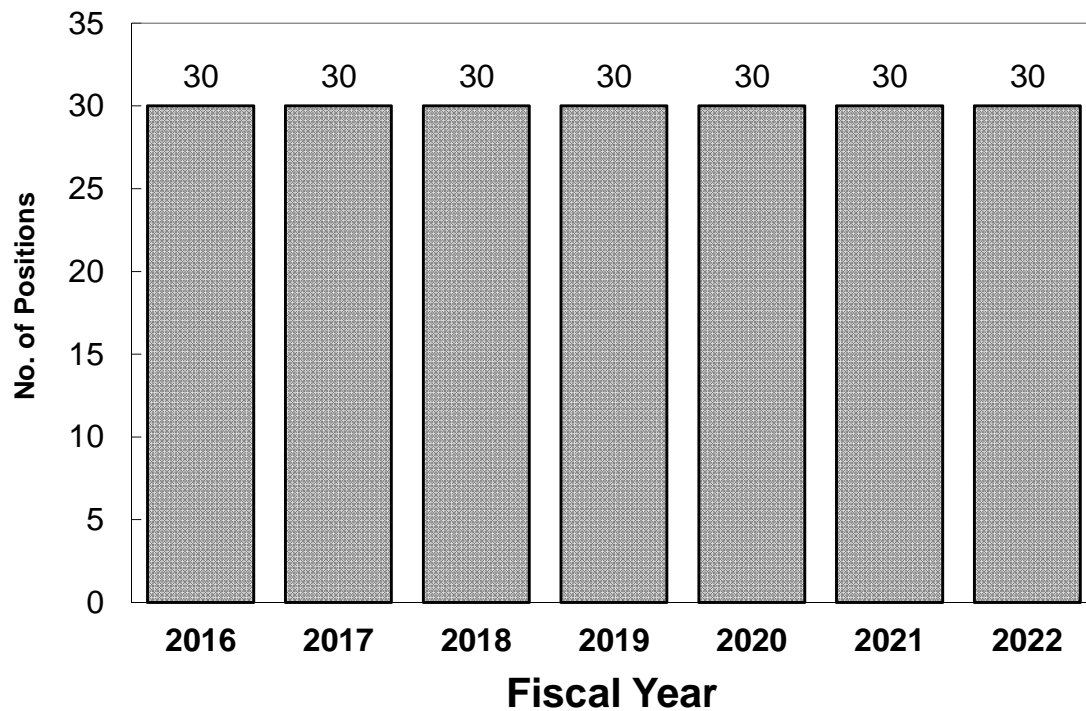
History of Expenditures



CITY COUNCIL/COMMISSIONS

2021-22 POSITION SUMMARY			
<u>Positions</u>	<u>Approved FY 2021</u>	<u>Proposed FY 2022</u>	<u>Change + or (-)</u>
City Councilmembers	5	5	-
Planning Commissioners	5	5	-
Public Safety Commissioners	5	5	-
Parks and Recreation Commissioners	5	5	-
Public Works Commissioners	5	5	-
Senior Services Commissioners	5	5	-
Total Number of Positions	30	30	-

Full-Time Position Summary



City Council

The City Council is the City's policy making body. It provides direction for all City programs, such as planning and economic development, police protection, water service and delivery, street maintenance, park maintenance, and capital improvement programming.

The City Council conducts monthly public meetings for the purpose of taking formal actions. The Council approves ordinances, resolutions, contracts, and City expenditures. It provides liaison to elected representatives of the state and federal government, and represents the City at formal public events.

In addition, the City Council approves all appointments to City commissions, presents proclamations and special awards, approves specialized permit requests, appoints the City Manager and City Attorney, and approves the City's budget.

Expenditure Summary

	Final FY 2021	Proposed FY 2022
Salaries and Benefits	\$ 154,600	153,600
Maintenance and Operations	140,150	161,000
Capital Outlay	-	-
Division Total	<u>\$ 294,750</u>	<u>314,600</u>

Position Summary

Positions	Positions FY 2021	Positions FY 2022	Change + or (-)
Mayor	1	1	-
Vice Mayor	1	1	-
Councilmember	3	3	-
Total Positions	<u>5</u>	<u>5</u>	<u>-</u>

City Council
Expenditure Detail

	Actual FY 2020	Final FY 2021	Proposed FY 2022
Council Pay	\$ 66,202	64,700	64,700
Health Insurance	53,953	59,450	64,850
Life Insurance	309	250	300
Disability Insurance	310	350	550
Workers' Compensation	1,689	850	900
Medicare	1,340	1,250	1,100
Pers	28,265	27,750	21,200
Total Salaries/Benefits	152,069	154,600	153,600
Office Supplies	2,294	3,000	3,000
Professional/Technical	84,221	48,750	48,200
Conferences/Meetings	17,940	35,300	54,300
Memberships	52,034	53,100	55,500
Total Maint/Operations	156,489	140,150	161,000
- Division Total -	\$ 308,558	294,750	314,600

Professional/Technical

Legislative consultant	\$ 36,200
Interpreting services	12,000
	<u>\$ 48,200</u>

Conferences/Meetings

Car allowance/expense reimbursement	\$ 11,100
CCCA Annual Conference	7,650
CCCA Fall Educational Summit	7,650
CCCA Legislative Orientation Tour	5,000
Gonsalves Legislative Apprec. Dinner	3,500
LOCC Mayors & Council Leadership	3,000
CJPIA Risk Management Conference	2,000
LOCC Annual Conference	2,000
LOCC Legislative Action Day	2,000
LOCC Mayors/Council Exec. Forum	2,000
LOCC New Mayors & Council Academy	500
California Women's Conference	500
Miscellaneous conference / trips	6,200
Miscellaneous meetings / events	1,200
	<u>\$ 54,300</u>

Memberships

COG Annual Membership	\$ 22,500
LOCC Annual Membership	19,250
SCAG Annual Membership	5,950
CCCA Annual Membership	4,350
L.A. County Local Agency Formation	1,600
LOCC-L.A. County Division	1,250
SELACO Annual Membership	600
	<u>\$ 55,500</u>

Planning Commission

The Planning Commission makes recommendations to the City Council in regards to planning and development issues.

The Commission conducts one monthly meeting during which it also serves as the City's Development Review Board and Economic Development Board.

The Commission reviews all conditional use permits, variances, land divisions, plot plans, and zoning ordinance amendments.

Approximately 60 applicants for these types of activities will be reviewed during the year.

The Development Review Board reviews exterior design of all proposed development in the City except for homes in the R-1 zone. Approximately 30 site development plans will be reviewed by the Board in the coming year.

Expenditure Summary

	Final FY 2021	Proposed FY 2022
Salaries and Benefits	\$ 14,900	15,450
Maintenance and Operations	2,550	8,350
Capital Outlay	-	-
Division Total	<u>\$ 17,450</u>	<u>23,800</u>

Position Summary

Positions	Positions FY 2021	Positions FY 2022	Change + or (-)
Chairperson	1	1	-
Vice Chairperson	1	1	-
Commissioner	3	3	-
Total Positions	<u>5</u>	<u>5</u>	<u>-</u>

Planning Commission

Expenditure Detail

	Actual FY 2020	Final FY 2021	Proposed FY 2022
Commissioners Pay	\$ 14,250	14,500	15,000
Workers' Compensation	273	150	200
Medicare	207	250	250
Total Salaries/Benefits	14,730	14,900	15,450
Conferences/Meetings	1,945	2,550	8,350
Total Maint/Operations	1,945	2,550	8,350
- Division Total -	\$ 16,675	17,450	23,800

Conferences/Meetings

Planning Commissioners' Academy	\$ 6,300
PC/DRB/EDB meetings	2,050
	\$ 8,350

Public Safety Commission

The Public Safety Commission is an advisory board which makes recommendations to the City Council regarding such topics as police services, City public safety programs, and other issues which the City Council may refer to the Commission. The Public Safety Commission also acts as a forum to consider residents' concerns regarding law enforcement issues.

The Public Safety Commission conducts one regular meeting per month and also acts as the Board of Appeals for Code Enforcement cases that are appealed by residents or business owners. The Board of Appeals only meets when necessary to hear a case, usually twice per year.

Expenditure Summary

	Final FY 2021	Proposed FY 2022
Salaries and Benefits	\$ 6,850	8,650
Maintenance and Operations	300	300
Capital Outlay	-	-
Division Total	<u>\$ 7,150</u>	<u>8,950</u>

Position Summary

Positions	Positions FY 2021	Positions FY 2022	Change + or (-)
Chairperson	1	1	-
Vice Chairperson	1	1	-
Commissioners	<u>3</u>	<u>3</u>	<u>-</u>
Total Positions	<u>5</u>	<u>5</u>	<u>-</u>

Public Safety Commission

Expenditure Detail

	Actual FY 2020	Final FY 2021	Proposed FY 2022
Commissioners Pay	\$ 5,400	6,700	8,400
Workers' Compensation	101	50	100
Medicare	78	100	150
Total Salaries/Benefits	5,579	6,850	8,650
Conferences/Meetings	100	300	300
Total Maint/Operations	100	300	300
- Division Total -	\$ 5,679	7,150	8,950

Parks and Recreation Commission

The Parks and Recreation Commission is an advisory board which makes recommendations to the City Council regarding recreation and community service programs including evaluating funding requests from community organizations.

The Parks and Recreation Commission conducts one regular meeting per month.

Expenditure Summary

	Final FY 2021	Proposed FY 2022
Salaries and Benefits	\$ 5,550	6,200
Maintenance and Operations	-	-
Capital Outlay	-	-
Division Total	<u>\$ 5,550</u>	<u>6,200</u>

Position Summary

Positions	Positions FY 2021	Positions FY 2022	Change + or (-)
Chairperson	1	1	-
Vice Chairperson	1	1	-
Commissioner	3	3	-
Total Positions	<u>5</u>	<u>5</u>	<u>-</u>

Parks and Recreation Commission

Expenditure Detail

	Actual FY 2020	Final FY 2021	Proposed FY 2022
Commissioners Pay	\$ 4,400	5,400	6,000
Workers' Compensation	95	50	100
Medicare	64	100	100
Total Salaries/Benefits	<u>4,559</u>	<u>5,550</u>	<u>6,200</u>
- Division Total -	<u><u>\$ 4,559</u></u>	<u><u>5,550</u></u>	<u><u>6,200</u></u>

Public Works Commission

The Public Works Commission is an advisory board which makes recommendations to the City Council on topics such as traffic safety measures, including requests for stop signs and parking restrictions. The Public Works Commission also serves as a forum for considering residents' concerns regarding public works issues, such as roads, maintenance and landscaping.

The Public Works Commission conducts one regular meeting per month.

Expenditure Summary

	Final FY 2021	Proposed FY 2022
Salaries and Benefits	\$ 7,450	8,650
Maintenance and Operations	-	-
Capital Outlay	-	-
Division Total	<u>\$ 7,450</u>	<u>8,650</u>

Position Summary

Positions	Positions FY 2021	Positions FY 2022	Change + or (-)
Chairperson	1	1	-
Vice Chairperson	1	1	-
Commissioner	3	3	-
Total Positions	<u>5</u>	<u>5</u>	<u>-</u>

Public Works Commission

Expenditure Detail

	<u>Actual FY 2020</u>	<u>Final FY 2021</u>	<u>Proposed FY 2022</u>
Commissioners Pay	\$ 4,100	7,200	8,400
Workers' Compensation	88	100	100
Medicare	<u>59</u>	<u>150</u>	<u>150</u>
Total Salaries/Benefits	<u>4,247</u>	<u>7,450</u>	<u>8,650</u>
- Division Total -	<u>\$ 4,247</u>	<u>7,450</u>	<u>8,650</u>

Senior Services Commission

The Senior Services Commission is an advisory board which makes recommendations to the City Council regarding senior service programs and issues.

The Senior Services Commission conducts one regular meeting every other month.

Expenditure Summary

	Final FY 2021	Proposed FY 2022
Salaries and Benefits	\$ 3,100	3,100
Maintenance and Operations	-	-
Capital Outlay	-	-
Division Total	<u>\$ 3,100</u>	<u>3,100</u>

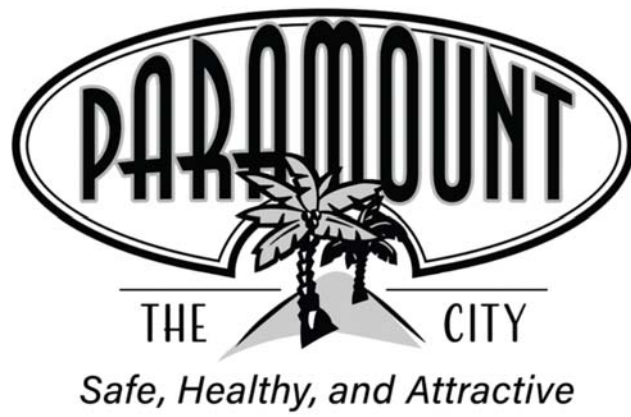
Position Summary

Positions	Positions FY 2021	Positions FY 2022	Change + or (-)
Chairperson	1	1	-
Vice Chairperson	1	1	-
Commissioner	3	3	-
Total Positions	<u>5</u>	<u>5</u>	<u>-</u>

Senior Services Commission

Expenditure Detail

	Actual FY 2020	Final FY 2021	Proposed FY 2022
Commissioners Pay	\$ 2,800	3,000	3,000
Workers' Compensation	46	50	50
Medicare	41	50	50
Total Salaries/Benefits	2,887	3,100	3,100
- Division Total -	\$ 2,887	3,100	3,100

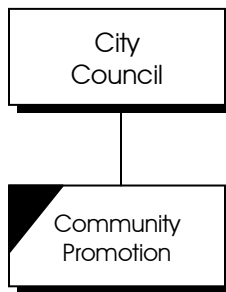


COMMUNITY PROMOTION

The Community Promotion activity provides direct support to various segments of the community by funding special activities, events, and celebrations, and supporting local athletic and community groups. Funds are also provided by the City Council for activities designed to establish effective relationships with the business, private, and public sectors of the community.

During the year, for example, the Community Promotion Program will sponsor community-oriented promotional events such as luncheons, faires, athletic events, holiday celebrations, and other events.

As shown below, the Community Promotion Program is organized into a single activity. A detailed description of this activity can be found on the following pages.



Community Promotion

The Community Promotion activity provides a positive public relations program for the City by promoting and supporting special services, programs and events, celebrations, and local sport and community groups.

During the year, the Community Promotion Program will co-sponsor a Senior Thanksgiving Dinner, in which approximately 600 senior citizens will participate, and the annual Christmas Train which will visit approximately 50,000 residents. This year's budget also includes the publication of three issues of the City Newsletter.

This program also includes funding for approximately 15-20 community groups and services.

Expenditure Summary

	Final FY 2021	Proposed FY 2022
Salaries and Benefits	\$ -	-
Maintenance and Operations	446,050	455,100
Capital Outlay	-	-
Division Total	<u>\$ 446,050</u>	<u>455,100</u>

Position Summary

Full-Time Positions	Positions FY 2021	Positions FY 2022	Change + or (-)
Not Applicable			
Part-Time Positions	Hours FY 2021	Hours FY 2022	Change + or (-)
Not Applicable			

Community Promotion

Expenditure Detail

	Actual FY 2020	Final FY 2021	Proposed FY 2022
Flowers/Donations	\$ 82	600	600
Plaques/Certificates	817	3,100	3,100
Senior Thanksgiving	4,706	5,100	5,050
Christmas Decorations	5,019	5,600	5,600
Christmas Train	39,537	36,650	46,350
City Publications	82,787	117,850	109,700
Pitch-in Paramount	3,830	7,000	11,500
Community Promo Events	83,446	95,650	176,700
Graffiti Rewards	500	1,500	1,500
Youth Group Funding			
PJAA	-	15,000	-
Soccer	-	15,000	-
Softball	-	15,000	-
Youth Scholarship Fund	-	15,000	30,000
Special Event Funding			
"999" Kids Foundation	1,000	1,000	1,000
Latina Art (Traditional Artists	2,461	5,000	5,000
Misc Organization Funding			
Calif Aquatic Therapy	5,000	10,000	5,000
Children's Clinic	5,000	10,000	5,000
Children's Dental Center	5,000	10,000	5,000
Comm Family Guidance	5,000	10,000	5,000
Friends of the Library	-	-	2,000
Helpline Youth Counsel	5,000	10,000	5,000
Little House	3,000	8,000	3,000
Miscellaneous	2,700	24,000	14,000
Pathways Hospice	5,000	10,000	5,000
Su Casa	5,000	10,000	5,000
Tepic Sister City	5,000	5,000	5,000
Total Maint/Operations	269,884	446,050	455,100
- Division Total -	\$ 269,884	446,050	455,100

Christmas Train

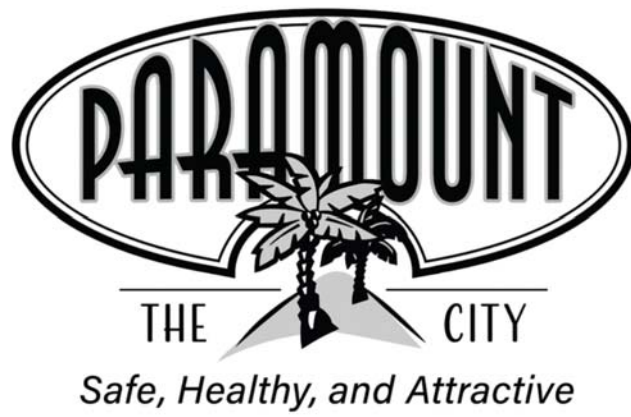
Apples/candy canes	\$ 18,000
Miscellaneous supplies / equipment	14,800
Train upgrades	5,000
Food	4,300
Gift bags	3,600
Costumes/cleaning	650
	<u>\$ 46,350</u>

City Publications

Around Towns	\$ 72,250
Event postcards (Fall/Winter)	5,250
Event postcards (Spring/Summer)	5,250
Unity in the Community	5,000
CityScape	4,900
Spring Clutter-Free postage	2,950
Spring Clutter-Free mailer	2,050
Winter Clutter-Free postage	2,950
Winter Clutter-Free mailer	2,050
Council meeting photographer	2,150
Social media supplies	2,000
Social media marketing	1,400
School News roll call advertisement	500
Miscellaneous	1,000
	<u>\$ 109,700</u>

Community Promotion Events

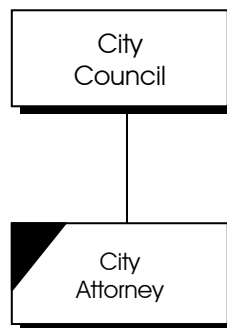
Heritage Festival	\$ 61,000
Holiday Tree Lighting	31,600
Veterans Day	14,000
Sports Hall of Fame	11,400
Eco-Friendly Event	10,000
Heritage Festival (traffic management)	8,000
Holiday Tree Lighting (traffic management)	7,000
Education Blvd. Banner	6,000
Hay Tree Event (Art Fund)	5,000
Commissioner's BBQ	4,500
Paramount merchandise promo items	3,000
Shop Local Event	3,000
Back to School Event	3,000
National Night Out	3,000
Explore Paramount	2,500
Teacher of the Year	1,500
Military banner program	1,200
Coffee with the Mayor	1,000
	<u>\$ 176,700</u>



CITY ATTORNEY

The City Attorney provides legal advice to the City Council, the Successor Agency for the Paramount Redevelopment Agency, and all City commissions and departments. The City Attorney reviews all resolutions, ordinances, agreements, and other City documents for legal correctness and validity; provides advice as to the legal effect of City policies and actions; and represents the City in court litigation as necessary.

As shown below, the City Attorney function is organized into a single activity. A detailed description of the activity can be found on the following pages.



City Attorney

The City Attorney provides all legal assistance to the City Council and City departments.

The City Attorney reviews and approves all resolutions, ordinances, and agreements for legal correctness and validity; acts as legal counsel for litigation in which the City may become involved; and supplies legal advice to the Council and all City departments in regard to current and future policies and actions.

Expenditure Summary

	Final FY 2021	Proposed FY 2022
Salaries and Benefits	\$ 121,200	111,250
Maintenance and Operations	283,600	281,200
Capital Outlay	-	-
Division Total	<u>\$ 404,800</u>	<u>392,450</u>

Position Summary

Positions	Positions FY 2021	Positions FY 2022	Change + or (-)
City Attorney	1	1	-
Total Positions	<u>1</u>	<u>1</u>	<u>-</u>

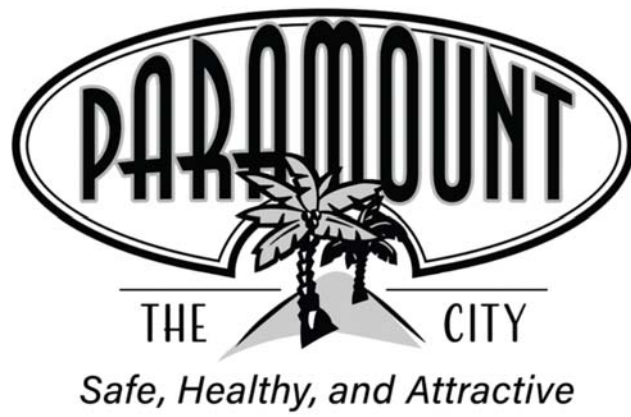
City Attorney

Expenditure Detail

	Actual FY 2020	Final FY 2021	Proposed FY 2022
Health Insurance	\$ 32,818	38,250	40,400
Pers	75,176	82,950	70,850
Total Salaries/Benefits	107,995	121,200	111,250
Publications	453	850	800
Professional/Technical	272,901	266,900	269,900
Legal/Bond Services	5,545	15,350	10,000
Conferences/Meetings	-	500	500
Total Maint/Operations	278,899	283,600	281,200
- Division Total -	\$ 386,894	404,800	392,450

Professional/Technical

City Attorney services

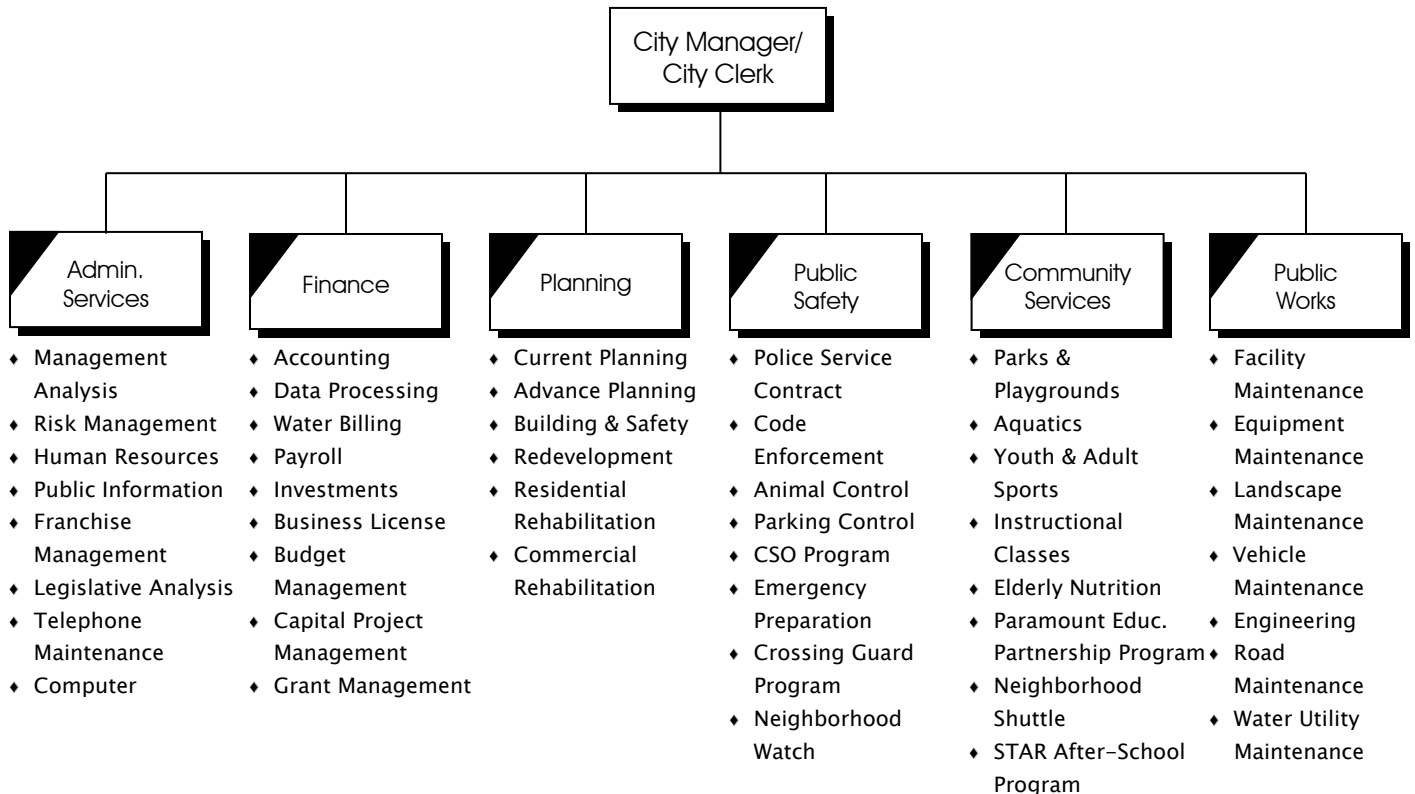


CITY MANAGER/CITY CLERK

The City Manager provides direct staff support to the City Council and is responsible for implementing City Council policy. The City Manager directs the operation of all City departments through department heads and makes recommendations to the City Council.

The City Manager prepares all of the City Council agendas and provides staff support for all City Council meetings. The City Manager prepares and recommends an annual budget to the City Council, provides reports, analyses, and other information to the City Council as necessary.

Shown below is a chart which summarizes the operations for which the City Manager/City Clerk is responsible. A detailed description of the activity can be found on the following pages.



**City Manager/
City Clerk**

The City Manager provides direct staff support to the City Council and is responsible for implementing City Council policy. The City Manager directs the operations of all City departments through department heads and makes recommendations to the City Council.

The City Manager prepares and recommends an annual budget to the City Council, and on an ongoing basis, provides reports, analyses, and other information to the City Council.

The City Clerk maintains the City's central record system which contains official files and overseas requests for public records. The City Clerk also prepares City Council minutes and attests to the validity of public City documents. In addition, the City Clerk conducts municipal elections and serves as the filing officer for campaign and conflict-of-interest disclosure statements as required by the State Political Reform Act.

Expenditure Summary

	Final FY 2021	Proposed FY 2022
Salaries and Benefits	\$ 881,000	859,900
Maintenance and Operations	61,050	205,650
Capital Outlay	-	2,000
Division Total	<u>\$ 942,050</u>	<u>1,067,550</u>

Position Summary

Full-Time Positions	Positions FY 2021	Positions FY 2022	Change + or (-)
City Manager	1	1	-
City Clerk	1	1	-
Executive Assistant	1	1	-
Total Full-Time Positions	<u>3</u>	<u>3</u>	<u>-</u>
Part-Time Positions	Hours FY 2021	Hours FY 2022	Change + or (-)
Office Assistant I	2,600	2,600	-
Total Part-Time Hours	<u>2,600</u>	<u>2,600</u>	<u>-</u>

City Manager/City Clerk

Expenditure Detail

	Actual FY 2020	Final FY 2021	Proposed FY 2022
Regular Salaries	\$ 466,212	436,600	437,700
Part-Time Pay	31,583	45,400	44,350
Full Time Overtime	90	500	1,000
Health Insurance	98,576	127,400	138,600
Life Insurance	794	900	950
Disability Insurance	1,774	2,150	2,450
Unemployment Insurance	-	6,850	9,850
Workers' Compensation	10,449	4,650	5,550
Medicare	7,387	7,250	7,150
Pers	183,236	231,250	194,950
Deferred Compensation	17,304	18,050	17,350
Total Salaries/Benefits	817,404	881,000	859,900
Cellular Services	1,378	1,700	1,700
Document Imaging	-	1,700	1,700
Office Supplies	2,038	2,700	2,700
Publications	48	150	150
Published Notices	13,202	17,000	17,000
Professional/Technical	35,066	22,350	39,200
Election Services	114,908	500	120,500
Mileage Reimbursement	7,200	7,200	7,200
Conferences/Meetings	5,255	5,750	13,250
Memberships	2,067	2,000	2,250
Total Maint/Operations	181,162	61,050	205,650
- Division Total -	\$ 998,566	942,050	1,067,550

Professional/Technical Services

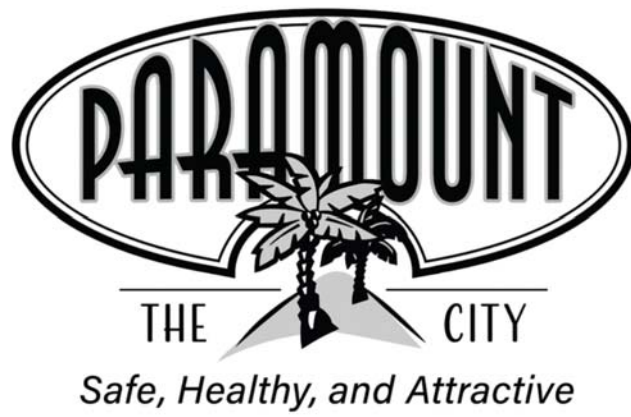
Agenda Management Platform	\$ 10,000
Citywide Records Management Program	9,000
Public Records Management Platform	8,000
Quarterly codification supplements	8,000
Legal review of code	4,000
Records destruction	200
	\$ 39,200

Conferences/Meetings

CCCA Fall Educational Summit	\$ 1,500
CCCA Annual Municipal Seminar	1,500
LOCC City Clerks' Election & New Law Seminar	1,500
ICMA Conference	1,300
Monthly Breakfast Meetings with Captain	1,200
CCCA Legislative Orientation Tour	1,000
CJPIA Risk Management Conference	1,000
CCAC Annual Conference - City Clerk	1,000
Miscellaneous Meetings, Events, Trips	850
Gateway Cities COG CM Lunch Meetings	750
LOCC Annual Conference	500
LOCC City Manager Department Meeting	350
Gonsalves City Manager Day	300
CCCA City Manager/Administrator Meetings	200
LOCC City Clerks' Workshop	200
LASD Annual City Manager's Education Seminar	100
	\$ 13,250

Memberships

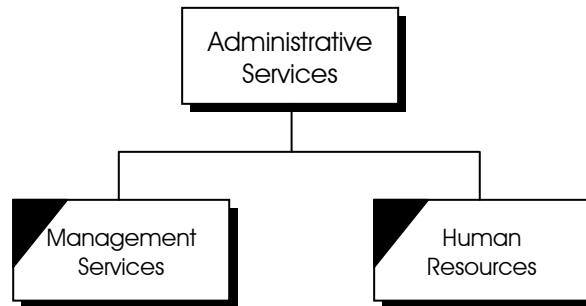
ICMA Membership	\$ 1,400
California City Management Foundation	400
International Institute of Municipal Clerks	250
City Clerks Association	200
	\$ 2,250



ADMINISTRATIVE SERVICES

The Administrative Services Department coordinates the internal day-to-day operations of the City and provides specialized staff support to the City Manager's Office and other departments. The department oversees the following operations: public information, risk management, contract and franchise management, legislative analysis, special projects, and administration of the telephone system and computer networks. The department is also responsible for recruiting, testing, selecting, and training employees as well as administering the City's personnel system.

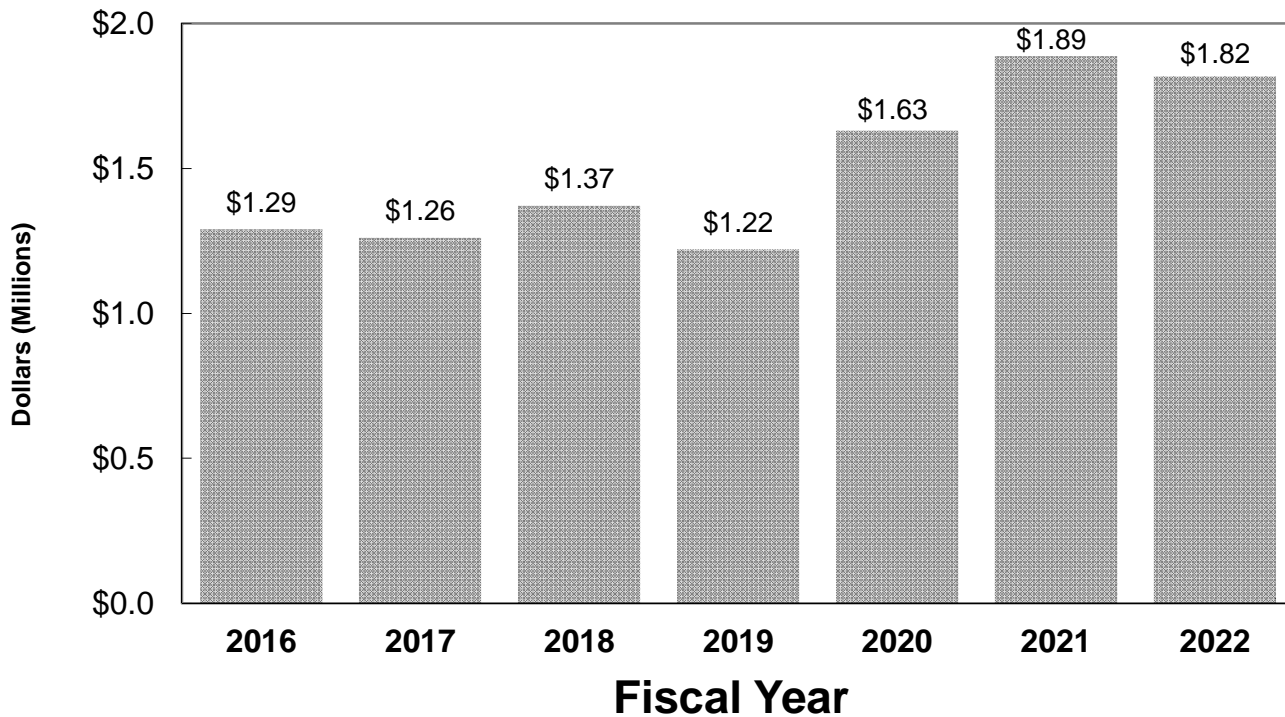
Below is a chart showing the department's activities. A department summary combining all activities is shown on the next page. A detailed description of the activity can be found on the following pages.



ADMINISTRATIVE SERVICES DEPARTMENT

2021-22 EXPENDITURE SUMMARY				
<u>Division Name</u>	<u>Salary & Benefits</u>	<u>Maintenance & Operations</u>	<u>Capital Outlay</u>	<u>Total</u>
Management Services	\$ 1,370,350	62,950	-	1,433,300
Human Resources	217,900	166,800	-	384,700
Total	<u>\$ 1,588,250</u>	<u>229,750</u>	<u>-</u>	<u>1,818,000</u>

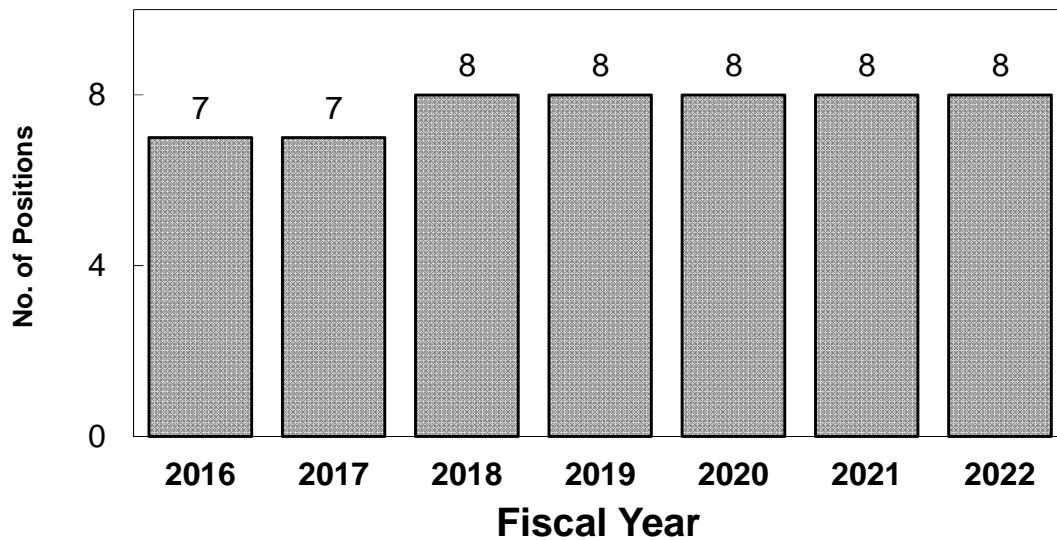
History of Expenditures



ADMINISTRATIVE SERVICES DEPARTMENT

2021-22 POSITION SUMMARY			
<u>Full-Time Positions</u>	<u>Approved FY 2021</u>	<u>Proposed FY 2022</u>	<u>Change + or (-)</u>
Assistant City Manager	1	1	-
Human Resources Manager	1	1	-
Public Information Officer	1	1	-
Management Analyst	1	1	-
IT Manager	1	1	-
IT Analyst I	1	1	-
Graphic Artist	1	1	-
Executive Assistant	1	1	-
Total Number of Full-Time Positions	<u>8</u>	<u>8</u>	<u>-</u>
<u>Part-Time Positions</u>			
Total Number of Hours	8,008	8,008	-

Full-Time Position Summary



Management Services

The Management Services Division coordinates the City's miscellaneous operations that provide technical assistance and management support to all City departments.

The Division administers the City's property and liability insurance programs and monitors the legislative affairs of the State and Federal government as they affect the City.

The Division provides direct staff support to the City Manager's Office, administers the City's franchise agreements, prepares reports and analyses on special projects as requested by the City Manager, the City Council, and other departments.

The Division is also responsible for the Public information and marketing materials, and administers the City's Economic Development programs.

Expenditure Summary

	Final FY 2021	Proposed FY 2022
Salaries and Benefits	\$ 1,353,950	1,370,350
Maintenance and Operations	73,600	62,950
Capital Outlay	-	-
Division Total	<u>\$ 1,427,550</u>	<u>1,433,300</u>

Position Summary

Full-Time Positions	Positions FY 2021	Positions FY 2022	Change + or (-)
Assistant City Manager	1	1	-
Public Information Officer	1	1	-
Management Analyst	1	1	-
IT Manager	1	1	-
IT Analyst I	1	1	-
Graphic Artist	1	1	-
Administrative Assistant	1	1	-
Total Full-Time Positions	<u>7</u>	<u>7</u>	<u>-</u>
Part-Time Positions	Hours FY 2021	Hours FY 2022	Change + or (-)
IT Specialist	2,600	2,600	-
Admin Intern	-	-	-
Office Assistant I	2,600	2,600	-
Social Media	1,300	1,300	-
Total Part-Time Hours	<u>6,500</u>	<u>6,500</u>	<u>-</u>

Management Services

Expenditure Detail

	Actual FY 2020	Final FY 2021	Proposed FY 2022
Regular Salaries	\$ 590,394	654,450	668,350
Part-Time Pay	89,665	129,050	131,500
Full-Time Overtime	5,496	1,000	3,500
Health Insurance	164,159	202,700	224,650
Life Insurance	1,118	1,200	1,450
Disability Insurance	2,728	3,650	4,150
Unemployment Insurance	-	10,800	16,150
Workers' Compensation	14,626	9,050	9,100
Medicare	9,957	11,200	11,750
Pers	272,798	330,850	299,750
Total Salaries/Benefits	1,150,941	1,353,950	1,370,350
Cellular Services	4,375	4,050	4,050
Printing/Reproduction	-	150	150
Office Supplies	2,536	2,000	2,000
Publications	106	500	500
Professional/Technical	48,750	13,600	40,100
Mileage Reimbursement	3,450	3,600	3,600
Conferences/Meetings	3,567	2,750	12,150
Gasoline/Diesel Fuel (Fleet)	65	400	400
Disaster Response	4,184	46,550	-
Total Maint/Operations	67,033	73,600	62,950
Office Equipment/Furniture	2,450	-	-
Total Capital Outlay	2,450	-	-
- Division Total -	\$ 1,220,424	1,427,550	1,433,300

Professional/Technical

Communication consultant	\$ 39,500
Mayor's scrapbook	500
Smug mug subscription	100
	\$ 40,100

Conferences/Meetings

CCCA Annual Municipal seminar	\$ 4,400
JPIA conference	2,000
MMASC conference	1,500
ICSC LA conference	1,000
Supervisory training workshops	500
CAPIO membership	300
Contract cities Sheriff's conference	200
MMASC membership	200
ICSC membership	50
Miscellaneous seminars	2,000
	\$ 12,150

Human Resources

The Human Resources Division recruits, tests, selects, and provides training for all City employees and is responsible for the administration of the employee benefit program.

During the average fiscal year, the Division will recruit for approximately 125 positions by placing approximately 50 job announcements in various publications. From these announcements, over 2,000 applications are received. Each application is thoroughly reviewed and qualified applicants are invited to continue in the selection process, during which the division will administer 750 written tests and 550 oral interviews to applicants. More than 7,000 pieces of correspondence will be sent to job applicants.

The Division prepares reports and analyses of employee salaries and benefits, administers the employee medical insurance program, and is responsible for position classification studies.

Expenditure Summary

	Final FY 2021	Proposed FY 2022
Salaries and Benefits	\$ 208,700	217,900
Maintenance and Operations	251,450	166,800
Capital Outlay	-	-
Division Total	<u>\$ 460,150</u>	<u>384,700</u>

Position Summary

Full-Time Positions	Positions FY 2021	Positions FY 2022	Change + or (-)
Human Resources Manager	1	1	-
Total Full-Time Positions	<u>1</u>	<u>1</u>	<u>-</u>
Part-Time Positions	Hours FY 2021	Hours FY 2022	Change + or (-)
HR Assistant	1,508	1,508	-
Total Part-Time Hours	<u>1,508</u>	<u>1,508</u>	<u>-</u>

Human Resources

Expenditure Detail

	Actual FY 2020	Final FY 2021	Proposed FY 2022
Regular Salaries	\$ 92,733	103,400	109,400
Part-Time Pay	20,304	27,400	30,450
Health Insurance	22,013	25,750	28,650
Life Insurance	194	250	250
Disability Insurance	491	600	700
Unemployment Insurance	2,652	1,850	2,800
Workers' Compensation	2,104	1,350	1,600
Medicare	1,626	1,950	2,050
Pers	38,624	46,150	42,000
Total Salaries/Benefits	180,742	208,700	217,900
Cellular Services	391	1,000	1,000
Printing/Reproduction	-	250	250
Office Supplies	964	1,000	1,000
Publications	-	200	200
Published Notices	371	500	500
Professional/Technical	5,396	60,900	19,900
Personnel Services	8,345	12,000	12,000
Legal/Bond Services	68,703	95,500	70,500
Conferences/Meetings	1,888	50	1,600
Memberships	285	300	300
Personnel Development	27,774	43,600	43,600
Contract Class Instructors	8,805	12,050	12,050
Food	1,984	3,900	3,900
Disaster Response	-	20,200	-
Total Maint/Operations	124,907	251,450	166,800
- Division Total -	\$ 305,649	460,150	384,700

Published Notices

Job notices/advertisements	\$ 300
Compliance posters	200
	\$ 500

Professional/Technical

HR information systems	\$ 14,000
Flexible spending account administration	4,800
Retiree healthcare trust administration	1,000
Scheduling tool subscription	100
	\$ 19,900

Personnel Services

Employee health/background checks	
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Legal/Bond Services

Personnel relations	\$ 40,000
Collective bargaining services	20,000
Personnel general legal services	10,500
	\$ 70,500

Personnel Development

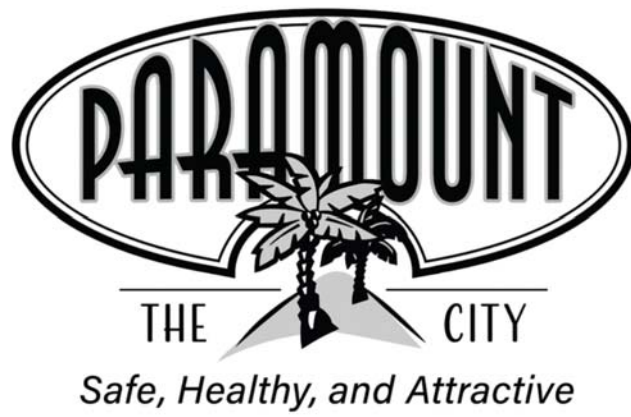
Leadership training	\$ 25,900
Employee tuition reimbursement	10,000
Personnel development	7,700
	\$ 43,600

Contract Class Instructors

IIPP training	\$ 7,050
Employee classes	5,000
	\$ 12,050

Food

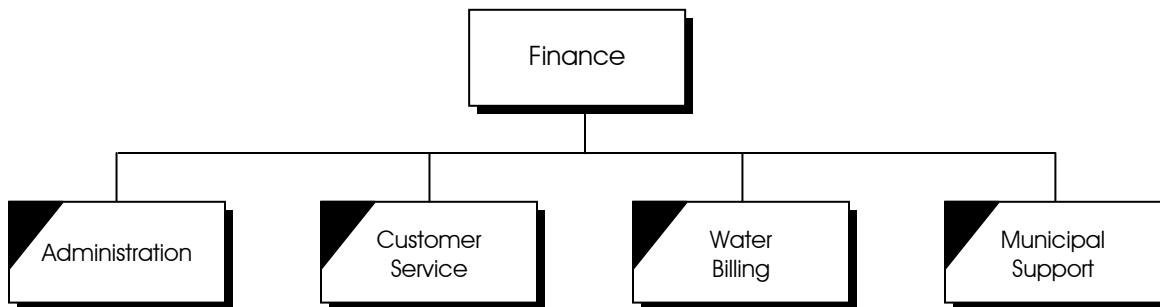
Meetings/trainings	
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FINANCE

The Finance Department coordinates the day-to-day financial transactions of the City and is responsible for all accounting, cashiering, financial planning, and investment activities of the City. The department administers various internal operations such as budget, contract management, grant management, and capital improvement programming. The department also processes the City's business and animal licenses, various permits, parking citations and all daily incoming and outgoing mail.

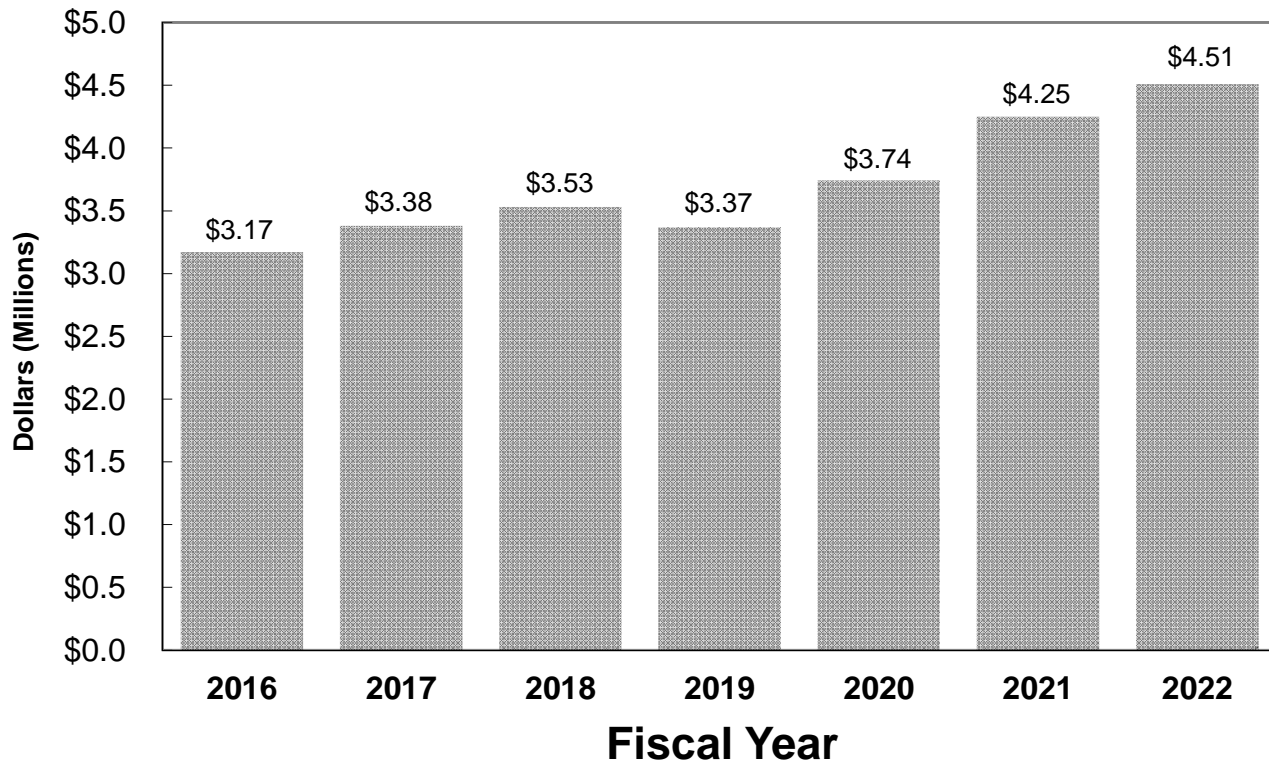
Below is a chart showing the department's activities. A department summary combining all activities is shown on the next page. A detailed description of the activity can be found on the following pages.



FINANCE DEPARTMENT

2021-22 EXPENDITURE SUMMARY				
<u>Division Name</u>	<u>Salary & Benefits</u>	<u>Maintenance & Operations</u>	<u>Capital Outlay</u>	<u>Total</u>
Finance Administration	\$ 1,387,200	296,700	115,050	1,798,950
Customer Service	63,650	96,650	-	160,300
Water Billing	404,250	74,950	10,000	489,200
Municipal Support	-	1,998,550	61,650	2,060,200
Total	\$ <u>1,855,100</u>	<u>2,466,850</u>	<u>186,700</u>	<u>4,508,650</u>

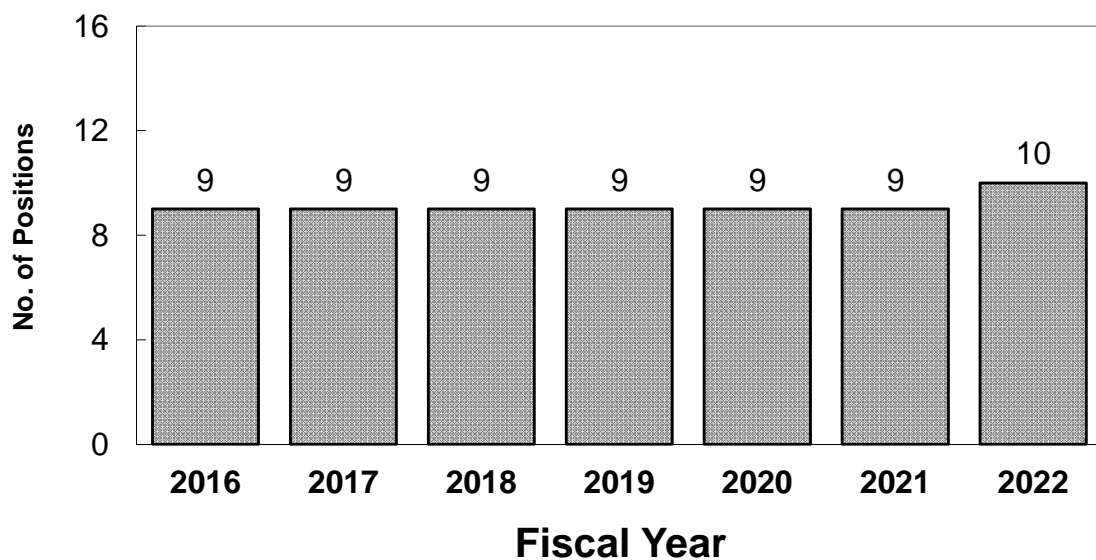
History of Expenditures



FINANCE DEPARTMENT

2021-22 POSITION SUMMARY			
<u>Full-Time Positions</u>	<u>Approved FY 2021</u>	<u>Proposed FY 2022</u>	<u>Change + or (-)</u>
Finance Director	1	1	-
Assistant Finance Director	1	1	-
Senior Accountant	1	2	1
Finance Supervisor	1	1	-
Finance Technician	3	3	-
Payroll Technician	1	1	-
Administrative Assistant	1	1	-
Total Number of Full-Time Positions	<u>9</u>	<u>10</u>	<u>1</u>
<u>Part-Time Positions</u>			
Total Number of Hours	11,648	11,284	(364)

Full-Time Position Summary



Finance Administration

The Finance division is responsible for all accounting, cashiering, financial planning, and investment activities of the City. It accounts for all financial transactions of the City and Successor Agency, administers the City's investment portfolio, and manages all debt issues. The Division is also responsible for projecting long-term financial conditions, coordinating annual audits by various agencies, and preparing the City's budget and Comprehensive Annual Financial Report (CAFR).

With day-to-day financial transactions, this Division is responsible for accounts payable, accounts receivable, payroll and other finance subsystems. Annually, this division receives and process over 7,500 requests for payments, issues over 8,000 payroll checks, and prepares and sends out over 300 invoices. Each year, this Division provides accounting for approximately \$80 million in revenues and expenditures, and prepares over 75 reports to various state and federal agencies. In addition to overseeing over 30 different grants and restricted revenue sources, the Division also coordinates inventory management for the Water Department and the City's general fixed assets.

Expenditure Summary

	Final FY 2021	Proposed FY 2022
Salaries and Benefits	\$ 1,258,500	1,387,200
Maintenance and Operations	311,900	296,700
Capital Outlay	-	115,050
Division Total	<u>\$ 1,570,400</u>	<u>1,798,950</u>

Position Summary

Full-Time Positions	Positions FY 2021	Positions FY 2022	Change + or (-)
Director	1	1	-
Assistant Director	1	1	-
Senior Accountant	1	2	1
Finance Technician	1	1	-
Payroll Technician	1	1	-
Administrative Assistant	1	1	-
Total Full-Time Positions	<u>6</u>	<u>7</u>	<u>1</u>
Part-Time Positions	Hours FY 2021	Hours FY 2022	Change + or (-)
Accounting Specialist	2,600	2,600	-
Finance Aide	2,808	1,300	(1,508)
Finance Assistant	312	1,456	1,144
Total Part-Time Hours	<u>5,720</u>	<u>5,356</u>	<u>(364)</u>

Finance Administration

Expenditure Detail

	Actual FY 2020	Final FY 2021	Proposed FY 2022
Regular Salaries	\$ 538,583	570,850	645,250
Part-Time Pay	118,256	126,850	144,600
Full-Time Overtime	-	500	500
Health Insurance	190,965	225,000	270,750
Life Insurance	1,138	1,200	1,400
Disability Insurance	2,865	3,150	4,000
Unemployment Insurance	-	9,750	15,950
Workers' Compensation	12,143	7,700	8,950
Medicare	9,442	10,150	11,550
Pers	256,162	303,350	284,250
Total Salaries/Benefits	1,129,556	1,258,500	1,387,200
Cellular Services	2,524	3,500	3,500
Printing/Reproduction	3,409	2,000	2,000
Office Supplies	1,675	4,000	4,000
Published Notices	4,187	7,500	7,500
Professional/Technical	138,393	219,300	203,800
Financial Services	18,550	39,000	39,000
County Administrative Fee	22,759	24,650	24,650
Rent/Lease of Equipment	1,909	2,700	2,700
Mileage Reimbursement	3,666	3,600	3,600
Conferences/Meetings	1,782	3,000	3,000
Memberships	1,439	1,450	1,750
Equipment Maintenance	716	700	700
Disaster Response	-	500	500
Total Maint/Operations	201,009	311,900	296,700
Computer Equipment	2,933	-	115,050
Total Capital Outlay	2,933	-	115,050
- Division Total -	\$ 1,333,498	1,570,400	1,798,950

Printing/Reproduction

CAFR, checks, W2s, 1099s, miscellaneous forms

Professional/Technical

CDBG/HOME Grant Administration	\$ 70,000
Muniservices UUT consulting svcs	20,000
Fair Housing Services	16,000
Sales tax recovery fee	15,000
OPEB valuation	15,000
Transaction tax audit services	15,000
State Controller's report	10,000
Eide Bailly (CAFR)	8,000
Eide Bailly (GASB 68 Consulting)	6,000
Eide Bailly (GASB 75 Consulting)	6,000
Sales tax analysis	5,700
Eide Bailly (AUP)	5,000
Eide Bailly (Gas Tax Street Report)	3,000
OPEB GASB 75 Valuation Report	2,000
Eden modification services	2,000
CalPERS GASB 68 Valuation Report	1,200
Subordination services	1,000
CAFR statistical information	850
Shredding services	700
GFOA award application	650
Property tax audit services	500
Audit confirmation fees	200
	\$ 203,800

Conferences/Meetings

Miscellaneous workshops

Memberships

GFOA	\$ 1,000
CSMFO	550
Costco	200
	\$ 1,750

Disaster Response

COVID-19 disaster response

Computer Equipment

ExecuTime Timekeeping Module	\$ 100,000
Purchasing Module	15,050
	\$ 115,050

Customer Service

The Customer Service Division, which is located in the City Hall lobby, provides public information and referral service to visitors of City Hall. This Division acts as the City's primary cashiering location and collects most of the fees which are administered by the City.

The Division processes most of the City's licenses and permits which includes the issuance, renewal, and file maintenance of approximately 3,300 business licenses and 3,900 animal licenses. In addition, the Division issues approximately 650 miscellaneous permits; accepts payment for approximately 5,000 parking citations; and provides assistance to approximately 150 people each day who visit or telephone the front counter for information.

The Division handles all incoming and outgoing City mail. Approximately 95,000 pieces of incoming mail are sorted, date and time stamped, opened, and delivered to City departments.

Expenditure Summary

	Final FY 2021	Proposed FY 2022
Salaries and Benefits	\$ 159,600	63,650
Maintenance and Operations	5,300	96,650
Capital Outlay	<u>1,500</u>	<u>-</u>
Division Total	<u>\$ 166,400</u>	<u>160,300</u>

Position Summary

Full-Time Positions	Positions FY 2021	Positions FY 2022	Change + or (-)
Finance Technician	<u>1</u>	<u>1</u>	<u>-</u>
Total Full-Time Positions	<u>1</u>	<u>1</u>	<u>-</u>
Part-Time Positions	Hours FY 2021	Hours FY 2022	Change + or (-)
Office Assistant I	<u>1,404</u>	<u>1,404</u>	<u>-</u>
Total Part-Time Hours	<u>1,404</u>	<u>1,404</u>	<u>-</u>

Customer Service

Expenditure Detail

	Actual FY 2020	Final FY 2021	Proposed FY 2022
Regular Salaries	\$ 62,153	65,850	17,250
Part-Time Pay	18,707	26,300	28,350
Part-Time Overtime	-	50	250
Health Insurance	26,655	26,250	7,100
Life Insurance	132	150	50
Disability Insurance	331	400	100
Unemployment Insurance	-	1,350	950
Workers' Compensation	1,506	1,000	550
Medicare	1,137	1,350	700
Pers	31,394	36,900	8,350
Total Salaries/Benefits	142,015	159,600	63,650
Printing/Reproduction	2,731	1,500	1,500
Office Supplies	752	1,150	1,150
Professional/Technical	-	-	91,350
Conferences/Meetings	303	350	350
Disaster Response	-	2,300	2,300
Total Maint/Operations	3,786	5,300	96,650
Other Equipment	-	1,500	-
Total Capital Outlay	-	1,500	-
- Division Total -	\$ 145,801	166,400	160,300

Printing/Reproduction

Business license forms/notices/envelopes

Professional/Technical

Business licensing

Disaster Response

COVID-19 disaster response

Water Billing

The Water Billing Division is responsible for operating the customer billing system. The Division is located in the City Hall lobby and provides water customer services by issuing water bills, updating customer files, and responding to customer inquiries.

The Division maintains all billing and payment records on approximately 7,500 water service accounts, issues 45,000 water bills, and will receive more than 45,000 water payments. It is anticipated that approximately 15,000 (33%) past due notices will be mailed, 5,000 (11%) turn-off notices will be hung at the service addresses, and 450 water accounts will be turned off due to non-payment.

The Division will respond to approximately 18,900 customer inquiries regarding service and billing information.

Expenditure Summary

	Final FY 2021	Proposed FY 2022
Salaries and Benefits	\$ 405,400	404,250
Maintenance and Operations	74,950	74,950
Capital Outlay	-	10,000
Division Total	<u>\$ 480,350</u>	<u>489,200</u>

Position Summary

Full-Time Positions	Positions FY 2021	Positions FY 2022	Change + or (-)
Finance Supervisor	1	1	-
Finance Technician	1	1	-
Total Full-Time Positions	<u>2</u>	<u>2</u>	<u>-</u>
Part-Time Positions	Hours FY 2021	Hours FY 2022	Change + or (-)
Office Assistant I	4,524	4,524	-
Total Part-Time Hours	<u>4,524</u>	<u>4,524</u>	<u>-</u>

Water Billing

Expenditure Detail

	Actual FY 2020	Final FY 2021	Proposed FY 2022
Regular Salaries	\$ 141,239	146,700	145,650
Part-Time Pay	54,901	66,750	74,150
Full-Time Overtime	-	1,000	1,000
Part-Time Overtime	224	50	300
Health Insurance	54,042	66,450	70,450
Life Insurance	296	300	350
Disability Insurance	742	850	900
Unemployment Insurance	-	3,050	4,450
Workers' Compensation	4,885	2,300	2,500
Medicare	2,735	3,100	3,250
Pers	70,443	82,850	69,250
Pers Contribution (GASB 68)	31,896	32,000	32,000
Total Salaries/Benefits	361,403	405,400	404,250
Equipment Maintenance	15,905	19,900	19,900
Printing/Reproduction	12,192	6,500	6,500
Office Supplies	123	600	600
Postage Expense	29,150	35,000	35,000
Professional/Technical	2,904	5,000	5,000
Conferences/Meetings	-	200	200
Equipment Maint Services	7,142	7,450	7,450
Disaster Response	-	300	300
Total Maint/Operations	67,416	74,950	74,950
Other Capital Equipment	-	-	10,000
Total Capital Outlay	-	-	10,000
- Division Total -	\$ 428,819	480,350	489,200

Equipment Maintenance

Water billing software support	\$ 14,700
Water billing web extension support	2,950
Output processor support	1,300
Cashiering system support	950
	\$ 19,900

Printing/Reproduction

Water billing forms/notices/envelopes

Postage Expense

Postage for water utility bills

Professional/Technical

Water billing software modification/training

Equipment Maintenance Services

Radix maintenance	\$ 3,100
Folding machine maintenance	2,850
Postage meter maintenance	1,000
Miscellaneous repairs	500
	\$ 7,450

Disaster Response

COVID-19 disaster response

Municipal Support

The Municipal Support activity contains costs budgeted for equipment and services which are used on a City-wide basis. This activity includes costs, for example, for City-wide telephone communications; electricity, water, and natural gas used at City buildings and parks; City-wide postage costs; rental and maintenance charges for centralized business equipment such as copiers, word processors, and computers; and liability and property insurance covering the City's over \$60 million in real and personal property.

These activities also budget for the City's computer and communication systems including local area networks, telecommunications, and central City telephone operations.

Expenditure Summary

	Final FY 2021	Proposed FY 2022
Salaries and Benefits	\$ -	-
Maintenance and Operations	1,979,600	1,998,550
Capital Outlay	50,750	61,650
Division Total	<u>\$ 2,030,350</u>	<u>2,060,200</u>

Position Summary

Full-Time Positions	Positions FY 2021	Positions FY 2022	Change + or (-)
Not Applicable			
Part-Time Positions	Hours FY 2021	Hours FY 2022	Change + or (-)
Not Applicable			

Municipal Support

Expenditure Detail

	Actual FY 2020	Final FY 2021	Proposed FY 2022
Telephone/Internet Services	\$ 96,410	116,100	99,650
Telephone Maintenance	6,652	5,000	1,000
Liability Insurance	631,143	721,900	692,250
Deductible Payments	-	1,000	1,000
Finance System Support	34,624	37,400	55,100
Equipment Maintenance	8,690	12,250	7,250
Printing/Reproduction	17,576	14,200	14,200
Office Supplies	41,774	50,000	50,000
Postage Expense	24,520	30,000	30,000
Publications	3,343	3,350	3,350
Bank Charges	56,919	83,700	95,200
Professional/Technical	130,264	100,800	95,650
Rent/Lease of Equipment	25,641	24,550	24,550
Electricity	401,046	400,000	450,000
Water	152,044	167,350	167,350
Natural Gas	41,213	45,000	45,000
Depreciation	104,295	150,000	150,000
Equipment Maint Supplies	839	2,000	2,000
Food	8,198	15,000	15,000
Total Maint/Operations	1,785,191	1,979,600	1,998,550
Computer Equipment	41,665	45,750	56,650
Other Capital Equipment	4,431	5,000	5,000
Total Capital Outlay	46,096	50,750	61,650
- Division Total -	\$ 1,831,287	2,030,350	2,060,200

Telephone/Internet Services

General phone/internet service for City departments

Liability Insurance

General liability insurance	\$ 529,750
Property insurance	95,300
Earthquake insurance	36,300
CalPERS replacement benefits	15,000
Environmental insurance	6,000
CalPERS survivor benefits	5,500
Mechanical breakdown insurance	2,300
Employee dishonesty insurance	2,100
	<u>\$ 692,250</u>

Bank Charges

UB web payment processing	\$ 30,000
Quarterly bank account services	23,000
Credit card terminal services	15,000
Credit card RFP analysis	12,000
Armored car services	6,200
Credit card processing fees	5,000
Recreation credit card fees	4,000
	<u>\$ 95,200</u>

Professional/Technical

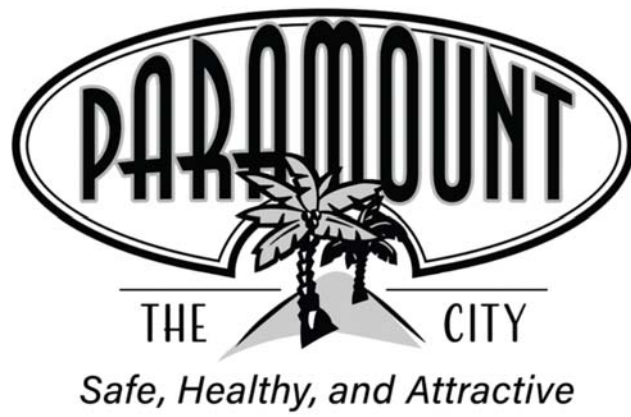
Computer consultant	\$ 24,400
Website/email security and maintenance	18,350
Audio/visual system maintenance	10,000
Out-of-State back-up	9,800
Licenses renewals/upgrades	6,800
Cyber security training	6,000
Video services	5,000
Antivirus licenses	3,700
Adobe creative cloud	2,600
Paramount Works mobile app	2,550
Video conferencing services	1,950
Remote desktop support software	1,800
Miscellaneous services	2,700
	<u>\$ 95,650</u>

Computer Equipment

Cisco switches	\$ 15,000
Dell XPS	11,650
Contingency computer equipment	10,000
Domain controller server	10,000
DMZ water server	10,000
	<u>\$ 56,650</u>

Other Capital Equipment

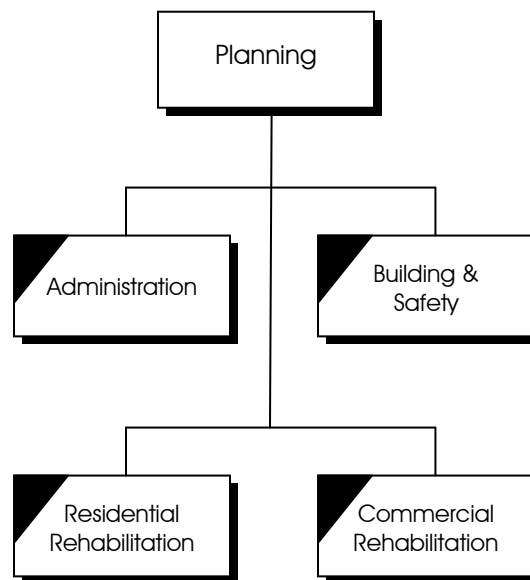
Miscellaneous media equipment



PLANNING

The Planning Department is responsible for the administration of the City's development process, including residential, commercial, and industrial uses. The department performs current and long range planning; enforces zoning and building codes; reviews site and development plans; issues building, electrical, grading, mechanical, and plumbing permits; provides technical support to City departments; and provides staff support and analyses to the City Planning Commission. The department administers the Home Improvement Program which provides rebates to Paramount residents for upgrading deteriorated properties and correcting code violations.

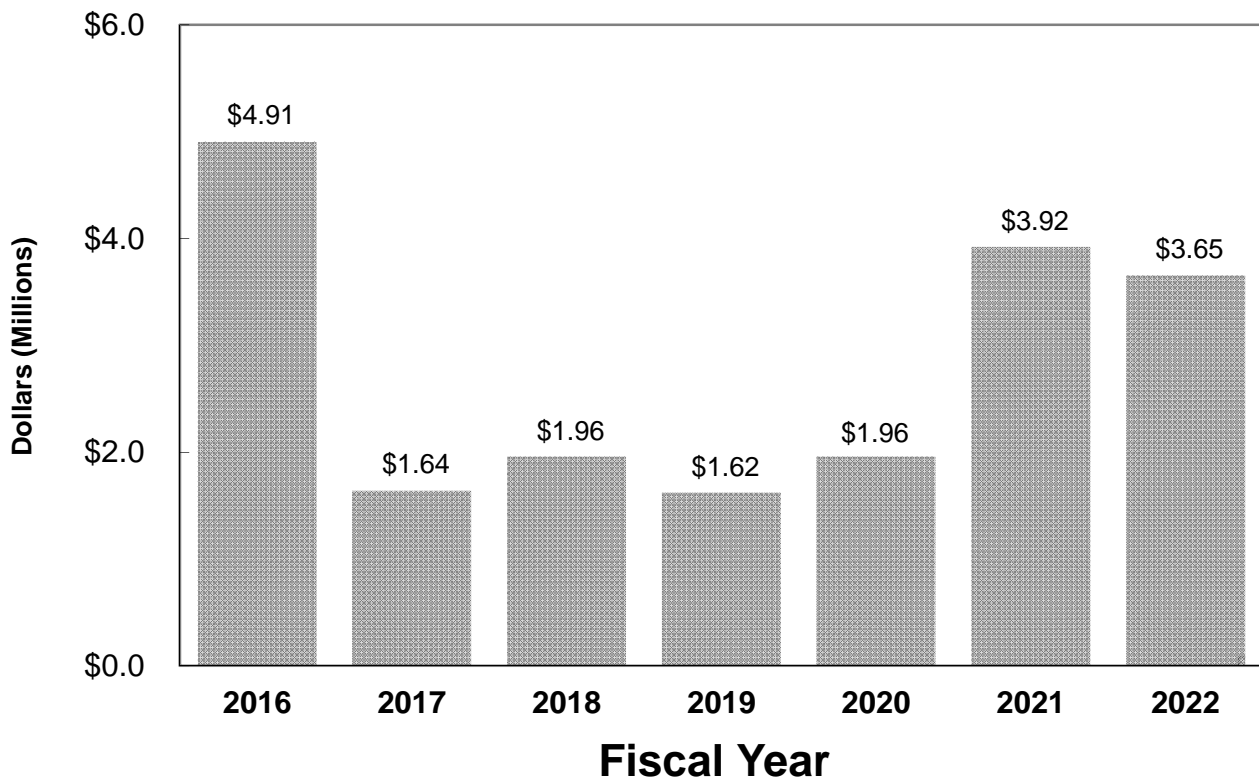
Below is a chart showing the department's activities. A department summary combining all activities is shown on the next page. A detailed description of the activity can be found on the following pages.



PLANNING DEPARTMENT

2021-22 EXPENDITURE SUMMARY				
<u>Division Name</u>	<u>Salary & Benefits</u>	<u>Maintenance & Operations</u>	<u>Capital Outlay</u>	<u>Total</u>
Planning Administration	\$ 812,400	1,036,350	40,000	1,888,750
Building & Safety	630,200	310,150	-	940,350
Residential Rehabilitation	-	375,000	-	375,000
Commercial Rehabilitation	-	450,000	-	450,000
Total	<u>\$ 1,442,600</u>	<u>2,171,500</u>	<u>40,000</u>	<u>3,654,100</u>

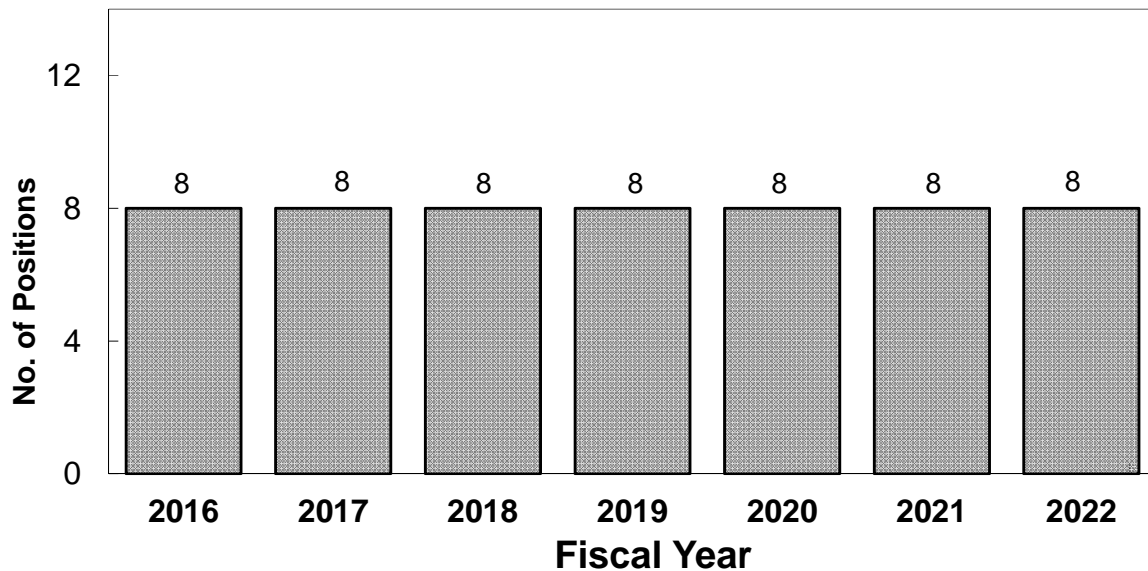
History of Expenditures



PLANNING DEPARTMENT

2021-22 POSITION SUMMARY			
<u>Full-Time Positions</u>	Approved FY 2021	Proposed FY 2022	Change + or (-)
Planning Director	1	1	-
Assistant Planning Director	1	1	-
Building and Safety Manager	1	1	-
Associate Planner	1	1	-
Building and Safety Inspector	2	2	-
Building Permit Technician	1	1	-
Administrative Assistant	1	1	-
	<u>8</u>	<u>8</u>	<u>-</u>
Total Number of Full-Time Positions	<u>8</u>	<u>8</u>	<u>-</u>
<u>Part-Time Positions</u>			
Total Number of Hours	5,200	5,200	-

Full-Time Position Summary



Planning Administration

The Division administers the City's current and long range planning programs, monitors all relevant County and State legislation, surveys current land use, and updates the City Zoning Code and General Plan.

Approximately 150 site plans and proposed developments are reviewed yearly to assure compliance with local zoning design requirements. The Division provides staff support to the Successor Agency for the Paramount Redevelopment Agency, City Planning Commission, Development Review Board, and the Economic Development Board. This year the Division plans to process over 3 zone changes, 30 conditional use permits, and 8 zone variances.

Expenditure Summary

	Final FY 2021	Proposed FY 2022
Salaries and Benefits	\$ 825,050	812,400
Maintenance and Operations	777,400	1,036,350
Capital Outlay	600	40,000
Division Total	<u>\$ 1,603,050</u>	<u>1,888,750</u>

Position Summary

Full-Time Positions	Positions FY 2021	Positions FY 2022	Change + or (-)
Director	1	1	-
Assistant Director	1	1	-
Associate Planner	1	1	-
Administrative Assistant	1	1	-
Total Full-Time Positions	<u>4</u>	<u>4</u>	<u>-</u>
Part-Time Positions	Hours FY 2021	Hours FY 2022	Change + or (-)
Office Assistant I	2,600	2,600	-
Planning Intern	2,600	2,600	-
Total Part-Time Hours	<u>5,200</u>	<u>5,200</u>	<u>-</u>

Planning Administration

Expenditure Detail

	Actual FY 2020	Final FY 2021	Proposed FY 2022
Regular Salaries	\$ 356,441	390,400	390,150
Part-Time Pay	63,323	80,700	91,050
Health Insurance	99,245	118,700	125,200
Life Insurance	752	800	850
Disability Insurance	1,895	2,150	2,400
Unemployment Insurance	1,567	6,650	9,650
Workers' Compensation	7,748	7,250	7,300
Medicare	6,052	6,900	7,000
Pers	174,311	211,500	178,800
Total Salaries/Benefits	711,334	825,050	812,400
Cellular Services	2,086	2,300	2,300
Software System Support	-	-	2,000
Printing/Reproduction	66	700	700
Document Imaging	-	-	10,000
Office Supplies	1,207	1,050	1,050
Published Notices	10,392	11,400	11,400
Professional/Technical	140,953	662,200	914,400
Environmental Services	500	5,000	5,000
Rent/Lease of Equipment	3,085	3,500	3,500
Mileage Reimbursement	3,600	3,600	3,600
Conferences/Meetings	4,474	5,600	4,150
Memberships	23,803	23,550	23,750
Economic Development	52,500	52,500	52,500
Disaster Response	242	6,000	2,000
Total Maint/Operations	242,908	777,400	1,036,350
Office Equipment/Furniture	3,024	600	-
Vehicles	-	-	40,000
Total Capital Outlay	3,024	600	40,000
- Division Total -	\$ 957,266	1,603,050	1,888,750

Professional/Technical

Clearwater specific plan	\$ 400,000
Paramount specific plan	200,000
Downtown design guidelines	100,000
Air monitoring services	100,000
Environmental consulting	50,000
Housing Element update	35,900
Contract planning services	10,000
Zoning map update	6,000
Translation services	6,000
Map services	3,500
Architectural services	2,500
Decorating awards	500
	\$ 914,400

Environmental Services

Air filter rebate program

Conferences/Meetings

Certifications	\$ 1,450
APA conference	1,000
Miscellaneous	1,700
	\$ 4,150

Memberships

Eco-Rapid Transit	\$ 18,900
AICP, APA, CalAPA, ICSC	3,350
COG LEAP grant assessment	1,500
	\$ 23,750

Economic Development

Chamber of Commerce	\$ 40,000
Long Beach Small Business	12,500
	\$ 52,500

Disaster Response

COVID-19 disaster response

Vehicle

Vehicle replacement (AQMD)

Building & Safety

The Building & Safety Division enforces the City's building, plumbing, and electrical codes, which includes the review of building plans, issuance of construction permits, and inspection of construction.

The Division annually checks 370 construction plans to ensure conformance with the City's building codes. This examination involves a careful review of the plans and may include structural analysis, energy calculation analysis, and review for handicapped access. The Division also issues more than 500 building permits, 150 plumbing permits, 200 electrical permits, and 185 other development-related permits each year. These permits are required before any construction may legally occur within the City. Once the permits are issued, the Division conducts more than 7,260 on-site construction inspections to verify that local building codes are being followed.

In addition to the services provided to the development community which are mentioned above, the Division also performs inspection for the Residential Rehabilitation Program.

Expenditure Summary

	Final FY 2021	Proposed FY 2022
Salaries and Benefits	\$ 751,350	630,200
Maintenance and Operations	230,850	310,150
Capital Outlay	39,500	-
Division Total	<u>\$ 1,021,700</u>	<u>940,350</u>

Position Summary

Full-Time Positions	Positions FY 2021	Positions FY 2022	Change + or (-)
Building & Safety Manager	1	1	-
Building Inspector	2	2	-
Permit Technician	1	1	-
Total Full-Time Positions	<u>4</u>	<u>4</u>	<u>-</u>
Part-Time Positions	Hours FY 2021	Hours FY 2022	Change + or (-)
None			

Building & Safety

Expenditure Detail

	Actual FY 2020	Final FY 2021	Proposed FY 2022
Regular Salaries	\$ 344,369	423,550	336,600
Health Insurance	101,573	118,000	118,800
Life Insurance	729	750	750
Disability Insurance	1,835	2,000	2,100
Unemployment Insurance	-	4,800	6,750
Workers' Compensation	12,168	7,500	7,500
Medicare	3,399	3,550	4,900
Pers	165,214	191,200	152,800
Total Salaries/Benefits	629,287	751,350	630,200
Software System Support	37,000	43,000	45,000
Printing/Reproduction	1,199	1,500	1,500
Document Imaging	6,486	7,000	7,000
Office Supplies	802	1,200	1,000
Publications	1,809	1,500	1,500
Professional/Technical	95,440	165,000	242,000
Conferences/Meetings	2,775	4,500	5,000
Memberships	755	1,500	1,500
Gasoline/Diesel Fuel	3,127	4,900	4,900
Uniforms	606	750	750
Total Maint/Operations	150,000	230,850	310,150
Office Equipment/Furniture	649	-	-
Vehicles	-	39,500	-
Total Capital Outlay	649	39,500	-
- Division Total -	\$ 779,936	1,021,700	940,350

Software System Support

IWorQ software	\$ 37,000
Building permit status web-based tool	6,000
Online permit payment	2,000
	\$ 45,000

Printing/Reproduction

Permits, plans, special projects

Document Imaging

Convert permits and construction plans to digital format.

Publications

ICC code books

Professional/Technical

Plan check services/building code training

Conferences/Meetings

ICC training

Memberships

ICC/IAPMO

Residential Rehabilitation

The Residential Rehabilitation Program provides rebates to low and moderate income families for home improvements.

Program participants must meet federal income standards and use the funds on eligible improvements, such as correction of property maintenance and building code violations.

Expenditure Summary

	Final FY 2021	Proposed FY 2022
Salaries and Benefits	\$ -	-
Maintenance and Operations	548,850	375,000
Capital Outlay	-	-
Division Total	<u>\$ 548,850</u>	<u>375,000</u>

Position Summary

Full-Time Positions	Positions FY 2021	Positions FY 2022	Change + or (-)
Not Applicable			
Part-Time Positions	Hours FY 2021	Hours FY 2022	Change + or (-)
Not Applicable			

Residential Rehabilitation

Expenditure Detail

	Actual FY 2020	Final FY 2021	Proposed FY 2022
Professional/Technical	\$ 51,981	102,200	75,000
Residential/Comm. Assistance	-	296,650	-
Residential Rebates	62,048	150,000	300,000
Total Maint/Operations	114,029	548,850	375,000
- Division Total -	<u>\$ 114,029</u>	<u>548,850</u>	<u>375,000</u>

Professional/Technical

Project management

Residential/Commercial Assistance

Rental and mortgage assistance

Residential Rebates

Single-family residential and mobile home rebates

Commercial Rehabilitation

The Commercial Rehabilitation Program provides rebates for local businesses located on major boulevards to make exterior improvements. The types of exterior improvements which are eligible under the program include: painting, screening, landscaping, signing, and lighting.

Expenditure Summary

	Final FY 2021	Proposed FY 2022
Salaries and Benefits	\$ -	-
Maintenance and Operations	746,750	450,000
Capital Outlay	-	-
Division Total	<u>\$ 746,750</u>	<u>450,000</u>

Position Summary

Full-Time Positions	Positions FY 2021	Positions FY 2022	Change + or (-)
Not Applicable			
Part-Time Positions	Hours FY 2021	Hours FY 2022	Change + or (-)
Not Applicable			

Commercial Rehabilitation

Expenditure Detail

	Actual FY 2020	Final FY 2021	Proposed FY 2022
Professional/Technical	\$ 20,533	92,850	30,000
Residential/Comm. Assistance	-	553,900	-
Commercial Rebates	83,688	100,000	420,000
Total Maint/Operations	104,221	746,750	450,000
- Division Total -	<u>\$ 104,221</u>	<u>746,750</u>	<u>450,000</u>

Professional/Technical

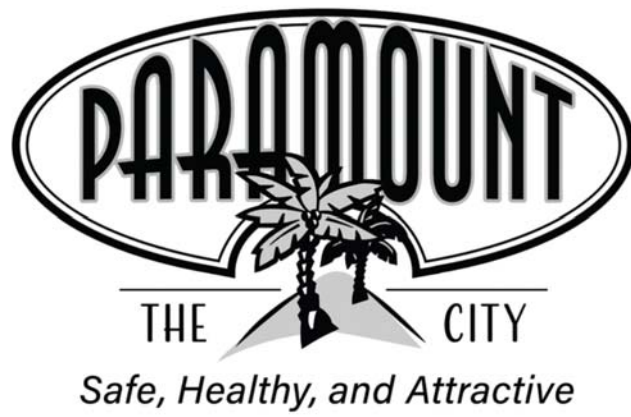
Commercial rehabilitation monitoring

Residential/Commercial Assistance

Small business assistance

Commercial Rebates

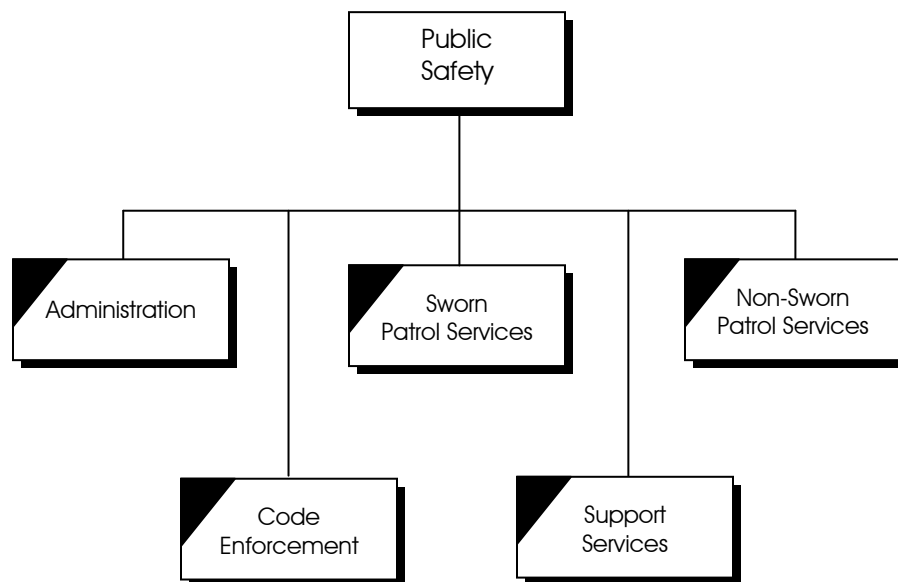
Commercial rehabilitations



PUBLIC SAFETY

The Public Safety Department provides City residents with services for the protection of life and property. It includes coordination, liaison, and monitoring of services provided by the Los Angeles County Sheriff's Department, the Los Angeles County Fire Department, Los Angeles County Probation and District Attorney's Office and the Southeast Area Animal Control Authority. These organizations provide general law enforcement, fire and rescue services, and animal control. Supplemental law enforcement services are provided through the City's Community Service Officer (CSO) Program, and operation of the Paramount Sheriff's Station. In addition, code enforcement, crossing guard protection for school children, enforcement of local parking regulations, coordinating Neighborhood Watch activities with residents and administration of the City's Civil Defense/Emergency Plan are provided under this function.

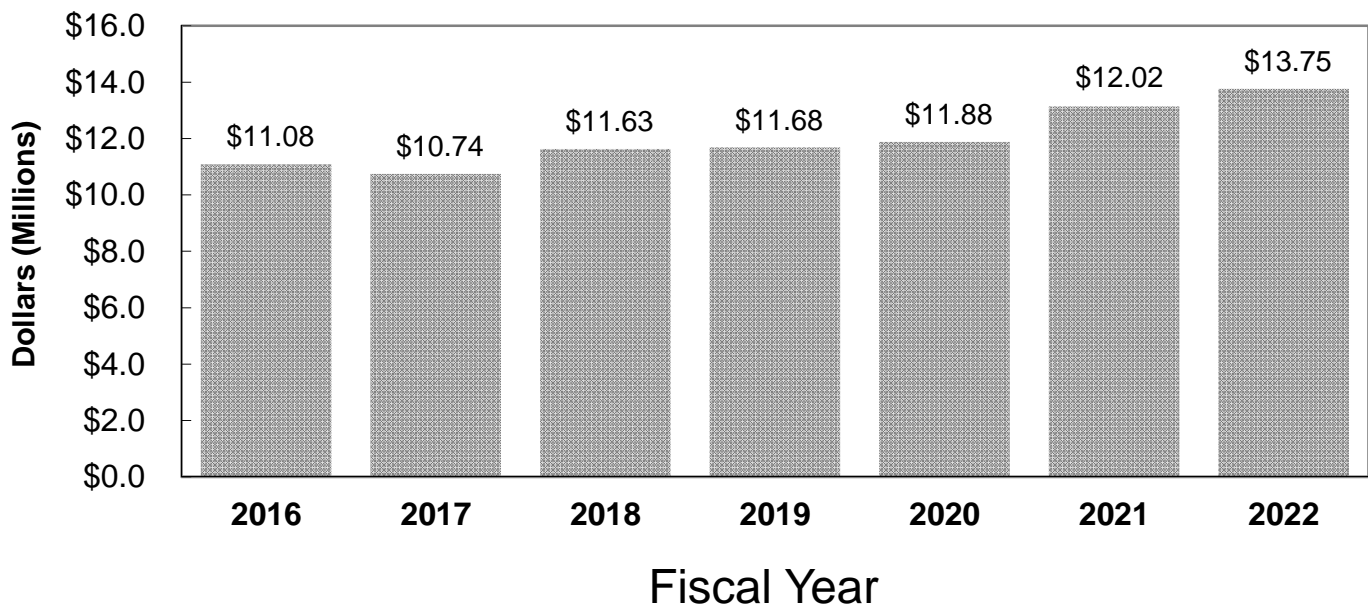
Below is a chart showing the department's activities. A department summary combining all activities is shown on the next page. A detailed description of the activity can be found on the following pages.



PUBLIC SAFETY DEPARTMENT

2021-22 EXPENDITURE SUMMARY				
<u>Division Name</u>	<u>Salary & Benefits</u>	<u>Maintenance & Operations</u>	<u>Capital Outlay</u>	<u>Total</u>
Administration	\$ 760,200	259,850	1,100	1,021,150
Sworn Patrol Services	-	9,450,150	-	9,450,150
Non-Sworn Patrol Services	1,451,250	324,100	94,900	1,870,250
Code Enforcement	712,600	120,150	14,000	846,750
Support Services	-	565,100	-	565,100
Total	<u>\$ 2,924,050</u>	<u>10,719,350</u>	<u>110,000</u>	<u>13,753,400</u>

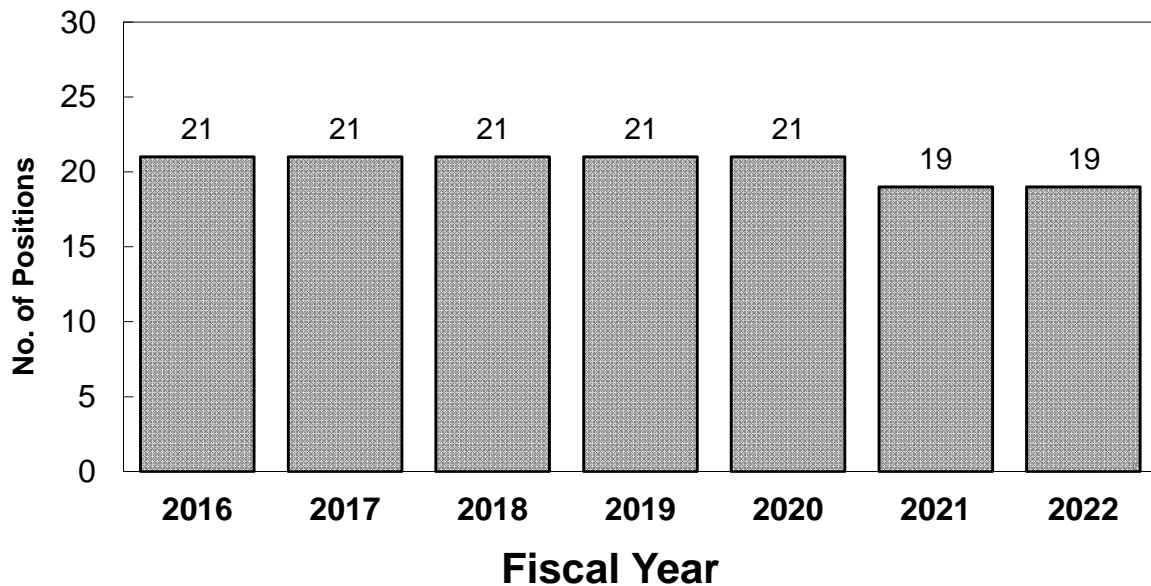
History of Expenditures



PUBLIC SAFETY DEPARTMENT

2021-22 POSITION SUMMARY			
<u>Full-Time Positions</u>	<u>Approved FY 2021</u>	<u>Proposed FY 2022</u>	<u>Change + or (-)</u>
Public Safety Director	1	1	-
Assistant Public Safety Director	1	1	-
Management Analyst II	1	1	-
Management Analyst	1	1	-
Senior Code Enforcement Officer	1	1	-
Code Enforcement Officer	3	3	-
Administrative Assistant	1	1	-
Office Assistant II	1	1	-
Community Service Officer Supervisor	1	1	-
Community Service Officer	7	7	-
Parking Control Officer	1	1	-
Total Number of Full-Time Positions	<u>19</u>	<u>19</u>	<u>-</u>
<u>Part-Time Positions</u>			
Total Number of Hours	13,854	13,804	(50)

Full-Time Position Summary



Public Safety Administration

The Division coordinates and monitors services provided by the Los Angeles County Sheriff's Department. The Division also administers the City's Emergency Preparedness and neighborhood preservation programs, as well as the Community Service Officer (CSO) and Code Enforcement programs.

The Division acts as a liaison between the City and the Los Angeles County Fire Department. The City is serviced by one fully equipped fire station which responds to approximately 115 fire and miscellaneous calls and performs approximately 3,956 rescues and 528 fire code inspections yearly.

The Administration Division is responsible for developing and coordinating the City's Emergency Response plan with the Area E Disaster Services Board.

The Division also provides 2,080 hours of Public Safety Management Analyst service to promote positive relations between community groups, the general public, and Sheriff's Deputies via the Neighborhood Watch organization.

Expenditure Summary

	Final FY 2021	Proposed FY 2022
Salaries and Benefits	\$ 869,150	760,200
Maintenance and Operations	327,700	259,850
Capital Outlay	3,700	1,100
Division Total	<u>\$ 1,200,550</u>	<u>1,021,150</u>

Position Summary

Full-Time Positions	Positions FY 2021	Positions FY 2022	Change + or (-)
Director	1	1	-
Assistant Director	1	1	-
Management Analyst	1	1	-
Administrative Assistant	1	1	-
Total Full-Time Positions	<u>4</u>	<u>4</u>	<u>-</u>
Part-Time Positions	Hours FY 2021	Hours FY 2022	Change + or (-)
Public Service Assistant	1,404	1,404	-
Total Part-Time Hours	<u>1,404</u>	<u>1,404</u>	<u>-</u>

Public Safety Administration

Expenditure Detail

	Actual FY 2020	Final FY 2021	Proposed FY 2022
Regular Salaries	\$ 396,005	426,950	409,650
Part-Time Pay	27,028	28,550	28,350
Health Insurance	130,493	154,350	134,050
Life Insurance	836	900	750
Disability Insurance	2,109	2,350	2,150
Unemployment Insurance	-	6,350	8,850
Workers' Compensation	10,535	6,850	6,650
Medicare	5,235	5,700	5,500
Pers	198,176	237,150	164,250
Total Salaries/Benefits	770,418	869,150	760,200
Telephone/Internet Services	3,371	3,850	3,850
Cellular Service	6,762	8,750	8,750
Printing/Reproduction	6,552	13,200	13,200
Office Supplies	8,244	12,500	12,500
Publications	1,639	1,600	1,600
Professional/Technical	106,656	235,300	159,250
Rent/Lease of Equipment	13,598	25,200	33,400
Mileage Reimbursement	3,600	3,600	3,600
Conferences/Meetings	5,124	7,200	7,200
Memberships	685	1,500	1,500
Equipment Maint Supplies	6,435	9,500	9,500
Comm Promo Supplies	2,338	2,500	2,500
Disaster Response	2,248	3,000	3,000
Total Maint/Operations	167,252	327,700	259,850
Other Capital Equipment	-	3,700	1,100
Total Capital Outlay	-	3,700	1,100
- Division Total -	\$ 937,669	1,200,550	1,021,150

Telephone/Internet Services

Satellite phones	\$ 3,600
AT&T regular phone line	250
	\$ 3,850

Printing/Reproduction

Forms	\$ 3,500
Parking permits	3,500
Parking citations/envelopes	2,500
Letterhead and envelopes	2,300
Business card masters	700
Business cards	700
	\$ 13,200

Professional/Technical

Homeless services	\$ 75,950
LHMP update	46,400
Home security rebate program	15,000
Station security system maintenance	11,500
Emergency preparedness	4,200
Fire alarm system (interface)	2,000
GNP quarterly training	1,700
Document shredding	1,200
Satellite service - EOC	1,000
GNP signs	300
	\$ 159,250

Conferences/Meetings

Neighborhood Watch	\$ 2,500
Staff training	2,500
GNP meetings	200
Miscellaneous conferences/meetings	2,000
	\$ 7,200

Other Capital Equipment

EOC satellite phones	
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Sworn Patrol

The Division provides sworn law enforcement services via the Los Angeles County Sheriff's Department. The City contracts for "dedicated law enforcement", which allows for a regular group of deputies to work in Paramount for extended periods. The Division also includes Aero Bureau services.

The Sheriff's Department provides approximately 42,000 man-hours of sworn police protection, 4,024 hours of traffic enforcement and supplemental patrol to address "quality of life" issues and crime prevention.

The City supplements law enforcement services by contracting dedicated services for a Deputy District Attorney and a Detective Bureau Consultant.

Expenditure Summary

	Final FY 2021	Proposed FY 2022
Salaries and Benefits	\$ -	-
Maintenance and Operations	9,009,500	9,450,150
Capital Outlay	55,500	-
Division Total	<u>\$ 9,065,000</u>	<u>9,450,150</u>

Position Summary

Full-Time Positions	Positions FY 2021	Positions FY 2022	Change + or (-)
Not Applicable			
Part-Time Positions	Hours FY 2021	Hours FY 2022	Change + or (-)
Not Applicable			

Sworn Patrol

Expenditure Detail

	Actual FY 2020	Final FY 2021	Proposed FY 2022
Cellular Services	\$ 5,194	7,050	7,050
Professional/Technical	143,259	43,000	226,700
Conferences/Meetings	2,469	3,700	3,700
Gasoline/Diesel Fuel	10,482	13,000	13,000
General Law Services	5,418,119	5,720,000	5,803,000
Special Assignment Officer	1,436,621	1,625,000	1,731,100
Sworn Supervision	247,580	547,400	589,700
Helicopter Services	11,973	20,000	30,000
Special Event Services	771,846	885,250	903,000
Deputy District Attorney	135,341	142,000	142,300
Community Promotion	252	3,100	600
Total Maint/Operations	8,183,136	9,009,500	9,450,150
Other Capital Equipment	3,500	55,500	-
Total Capital Outlay	3,500	55,500	-
- Division Total -	<u>\$ 8,186,636</u>	<u>9,065,000</u>	<u>9,450,150</u>

Professional/Technical

School resource officer	\$ 108,700
Youth activities league services	75,000
Detective Bureau specialist	40,000
Disturbance violation processing	3,000
	<u>\$ 226,700</u>

General Law Services

Patrol deputy (10 x 56 hrs / 2 x 40 hrs)

Special Assignment Officer

Special assignment officers

Special Event Services

Weekend patrol, probation sweeps, truancy sweeps, transit patrol, sobriety checkpoints, gang suppression, street racing

Non-Sworn Patrol

The Division provides 14,560 hours of Community Service Officer and 2,080 hours of Community Service Officer supervision for non-sworn law enforcement activities, including operating the Paramount Sheriff's Station. The Community Service Officers represent about 15% of the law enforcement service level but they handle 30% of the calls for service. Community Service Officers respond to burglaries, grand thefts, identity thefts, petty thefts, bicycle thefts, auto thefts, recovered autos, found property, lost property, and parking enforcement.

The Division also provides 2,080 hours of crime analyst services in order to focus the Department's law enforcement activities, and 9,850 hours of Public Safety Assistant services to provide customer service assistance at the Paramount Station, and in-house fleet maintenance, and 2,080 hours of parking enforcement via the Parking Control Officer.

The Division also supervises a contract which provides 12,870 hours of crossing guard protection at 21 separate locations throughout the City.

Expenditure Summary

	Final FY 2021	Proposed FY 2022
Salaries and Benefits	\$ 1,491,700	1,451,250
Maintenance and Operations	35,700	324,100
Capital Outlay	27,800	94,900
Division Total	<u>\$ 1,555,200</u>	<u>1,870,250</u>

Position Summary

Full-Time Positions	Positions FY 2021	Positions FY 2022	Change + or (-)
Management Analyst II	1	1	-
Comm Svc Officer Super	1	1	-
Comm Service Officer	7	7	-
Parking Control Officer	1	1	-
Total Full-Time Positions	<u>10</u>	<u>10</u>	<u>-</u>
Part-Time Positions	Hours FY 2021	Hours FY 2022	Change + or (-)
Public Service Assistant	9,850	9,850	-
Total Part-Time Hours	<u>9,850</u>	<u>9,850</u>	<u>-</u>

Non-Sworn Patrol

Expenditure Detail

	Actual FY2020	Final FY 2021	Proposed FY 2022
Regular Salaries	\$ 589,902	617,100	612,350
Part-Time Pay	153,963	180,350	180,400
Full-Time Overtime	45,691	48,750	57,000
Health Insurance	222,932	266,400	276,600
Life Insurance	1,170	1,250	1,300
Disability Insurance	2,932	3,400	3,800
Unemployment Insurance	7,962	12,100	17,000
Workers' Compensation	35,801	26,750	26,350
Medicare	11,254	12,050	12,350
Pers	262,476	323,550	264,100
Total Salaries/Benefits	1,334,083	1,491,700	1,451,250
Professional/Technical	169,838	-	286,700
Rent/Lease of Equipment	5,055	5,100	6,800
Conferences/Meetings	208	2,500	2,500
Equipment Maint Services	5,685	3,000	3,000
Gasoline/Diesel Fuel	11,648	17,600	17,600
Uniforms	7,337	7,500	7,500
Total Maint/Operations	199,770	35,700	324,100
Other Capital Equipment	-	-	25,000
Vehicles	-	27,800	69,900
Total Capital Outlay	-	27,800	94,900
- Division Total -	\$ 1,533,854	1,555,200	1,870,250

Professional/Technical

Crossing guard services

Rent/Lease of Equipment

Lease of mobile digital computers

Conferences/Meetings

CSO training	\$ 1,250
PSA staff training	1,250
	<u>\$ 2,500</u>

Equipment Maintenance Services

Repair of radios, parking cite machines, etc.

Other Capital Equipment

LASD portable radios

Vehicles

Vehicle	\$ 45,000
LASD vehicle radios	10,650
Vehicle mobile digital computer (MDC)	9,250
Vehicle lightbar equipment & installation	5,000
	<u>\$ 69,900</u>

Code Enforcement

The Code Enforcement Division enforces Building, Municipal, and Zoning Codes.

This Division responds to approximately 700 Citizen Service Requests per year related to property maintenance, zoning, and other code violations. This Division also conducts inspections and Public Nuisance Hearings. This year, the Division will conduct over 2,000 inspections. In addition, this Division prepares cases for the City Prosecutor's Office.

Expenditure Summary

	Final FY 2021	Proposed FY 2022
Salaries and Benefits	\$ 646,750	712,600
Maintenance and Operations	114,350	120,150
Capital Outlay	4,000	14,000
Division Total	<u>\$ 765,100</u>	<u>846,750</u>

Position Summary

Full-Time Positions	Positions FY 2021	Positions FY 2022	Change + or (-)
Sr. Code Enforcement Officer	1	1	-
Code Enforcement Officer	3	3	-
Office Assistant II	1	1	-
Total Full-Time Positions	<u>5</u>	<u>5</u>	<u>-</u>
Part-Time Positions	Hours FY 2021	Hours FY 2022	Change + or (-)
Code Enforcement Officer	1,300	1,250	(50)
Public Service Assistant	1,300	1,300	-
Total Part-Time Hours	<u>2,600</u>	<u>2,550</u>	<u>(50)</u>

Code Enforcement

Expenditure Detail

	Actual FY 2020	Final FY 2021	Proposed FY 2022
Regular Salaries	\$ 286,083	290,050	326,550
Part-Time Pay	50,213	66,650	63,250
Full-Time Overtime	2,950	3,000	10,000
Health Insurance	96,022	109,450	135,550
Life Insurance	589	600	700
Disability Insurance	1,481	1,600	2,050
Unemployment Insurance	-	5,250	8,000
Workers' Compensation	12,374	10,700	10,850
Medicare	4,810	5,250	5,800
Pers	135,501	154,200	149,850
Total Salaries/Benefits	590,025	646,750	712,600
Cellular Service	-	600	2,400
Printing/Reproduction	2,004	3,000	3,000
Office Supplies	891	1,100	1,100
Professional/Technical	12,549	14,600	15,300
Legal/Bond Services	83,123	85,000	85,000
Conferences/Meetings	2,444	3,250	3,250
Memberships	475	2,300	2,300
Gasoline/Diesel Fuel	2,157	4,000	4,000
Uniforms	3,287	500	3,800
Total Maint/Operations	106,930	114,350	120,150
Computer Equipment	-	4,000	-
Other Capital Equipment	-	-	14,000
Total Capital Outlay	-	4,000	14,000
- Division Total -	\$ 696,955	765,100	846,750

Printing/Reproduction

Parking citations	\$ 900
Administrative fee citations	800
Business cards	500
Red tags	500
Warning of violation notices	300
	\$ 3,000

Postage Expense

Registered mail required for all vehicle abatements

Professional/Technical

Code enforcement software	\$ 7,300
Citation management administration	5,500
Parcel data mapping	2,500
	\$ 15,300

Legal/Bond Services

City Prosecutor services	\$ 80,000
Nuisance abatement	5,000
	\$ 85,000

Other Capital Equipment

LASD portable radios

Support Services

The Public Safety Support Services Division includes expenditures for animal control provided by the Southeast Area Animal Control Authority; liaison with the Emergency Services Area "E" Disaster Services Board; parking citation data processing, appeals and fine collection and liaison with the Compton Municipal Court.

Expenditure Summary

	Final FY 2021	Proposed FY 2022
Salaries and Benefits	\$ -	-
Maintenance and Operations	547,500	565,100
Capital Outlay	-	-
Division Total	<u>\$ 547,500</u>	<u>565,100</u>

Position Summary

Full-Time Positions	Positions FY 2021	Positions FY 2022	Change + or (-)
Not Applicable			
Part-Time Positions	Hours FY 2021	Hours FY 2022	Change + or (-)
Not Applicable			

Support Services

Expenditure Detail

	Actual FY 2020	Final FY 2021	Proposed FY 2022
Professional/Technical	\$ 237,886	257,200	257,200
Memberships	5,640	5,700	5,700
Animal Control Services	275,912	279,600	292,200
Other Public Safety Svcs	2,082	5,000	10,000
Total Maint/Operations	521,520	547,500	565,100
- Division Total -	\$ 521,520	547,500	565,100

Professional/Technical

LA Court parking citations	\$ 132,500
Parking citation review	72,300
Graffiti tracker	26,000
LA County District Attorney	15,000
Reverse 911 response system	11,400
	\$ 257,200

Memberships

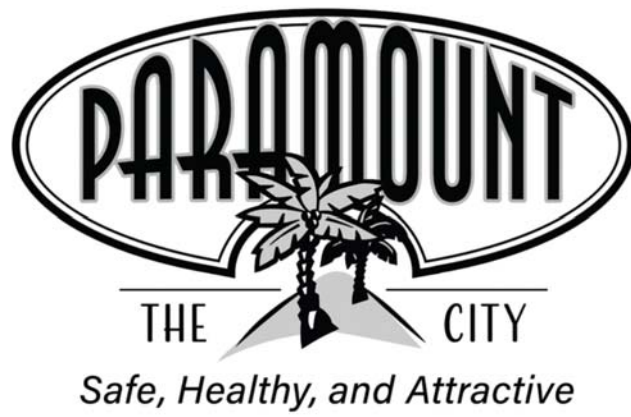
Area E membership

Animal Control Services

SEAACA contract	\$ 260,450
SEAACA - delinquent canvass	13,500
SEAACA - administrative costs	7,700
SEAACA - licensing	10,000
Cat traps	300
License supplies	250
	\$ 292,200

Other Public Safety Services

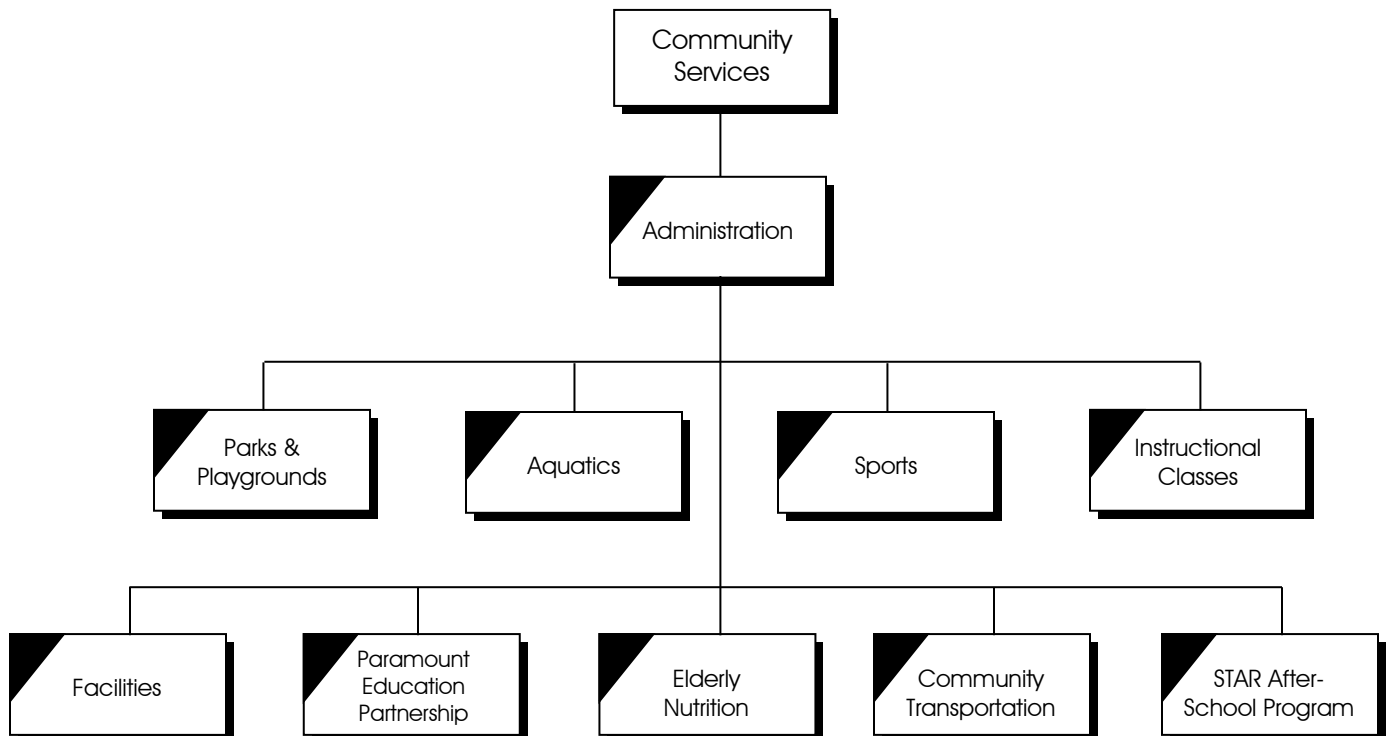
Prisoner detention services



COMMUNITY SERVICES

The Community Services Department provides recreational, educational, cultural, and social opportunities for the community. Supervision and instruction are offered for after school programs, aquatic activities, sports field usage, organized athletic leagues, instructional classes, and summer camps. The department offers programs which provide senior citizens with nutritious meals, social activities, medical testing, tax assistance, and counseling. The department also supervises and schedules public meetings and athletic facilities, oversees capital improvements at City Parks, and administers the community transportation system.

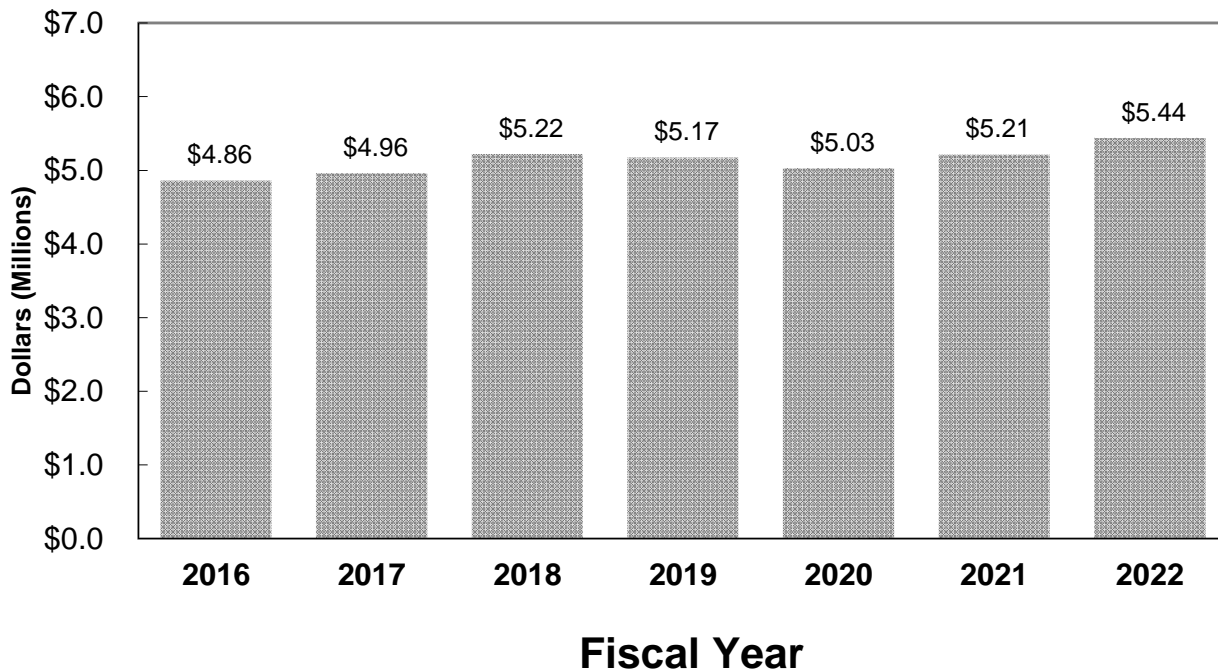
Below is a chart showing the department's activities. A department summary which combines all activities is shown on the next page. A detailed description of the activity can be found on the following pages.



COMMUNITY SERVICES DEPARTMENT

2021-22 EXPENDITURE SUMMARY				
Division Name	Salary & Benefits	Maintenance & Operations	Capital Outlay	Total
Administration	\$ 634,700	57,950	-	692,650
Parks & Playgrounds	697,400	158,500	50,400	906,300
Aquatics	13,700	73,000	-	86,700
Sports	82,700	40,800	-	123,500
Instructional Classes	13,700	32,600	-	46,300
Facilities	123,400	20,900	16,200	160,500
Paramount Educ. Partnership	267,750	30,000	20,000	317,750
Elderly Nutrition	326,100	110,800	3,000	439,900
Community Transportation	-	548,600	-	548,600
STAR Afterschool Program	1,933,000	183,700	-	2,116,700
Total	\$ 4,092,450	1,256,850	89,600	5,438,900

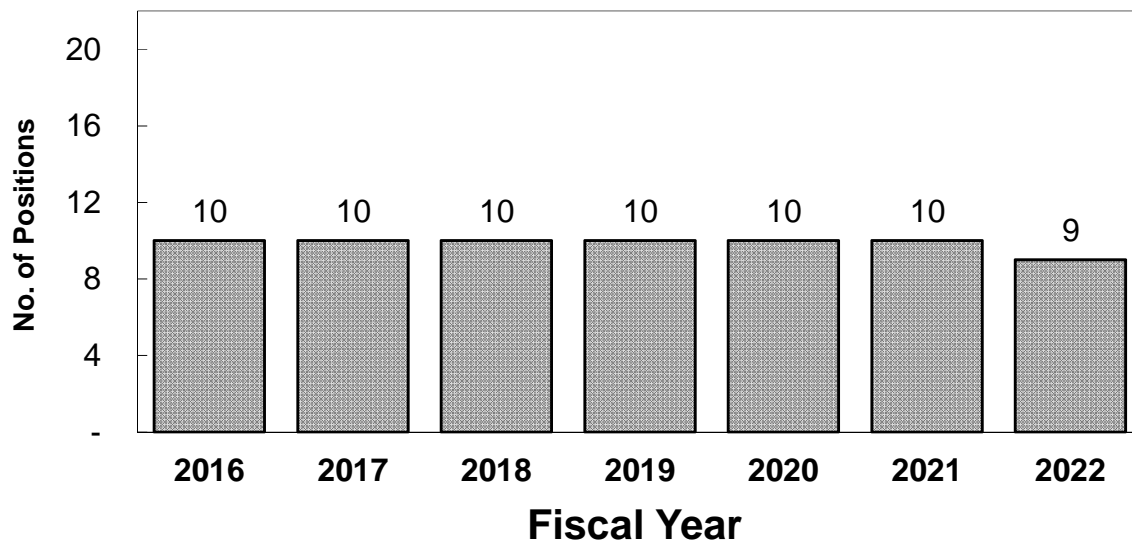
History of Expenditures



COMMUNITY SERVICES DEPARTMENT

2021-22 POSITION SUMMARY			
<u>Full-Time Positions</u>	Approved FY 2021	Proposed FY 2022	Change + or (-)
Community Services Director	1	1	-
Asst. Community Services Director	1	1	-
Senior Services Program Supervisor	1	1	-
Management Analyst	1	1	-
Recreation Supervisor	3	3	-
Recreation Specialist	2	1	(1)
Administrative Assistant	1	1	-
Total Number of Full-Time Positions	<u>10</u>	<u>9</u>	<u>(1)</u>
<u>Part-Time Positions</u>			
Total Number of Hours	138,708	136,012	(2,696)

Full-Time Position Summary



Community Services Administration

The Administration Division coordinates and supervises all departmental activities; prepares budget and staff reports; prepares and submits State and Federal grant proposals; and assists with the coordination and development of capital improvement projects.

The Division coordinates activities at the City's ten parks, thirteen playgrounds, various city and district athletic facilities, one skatepark one community pool, a zero-depth water play area at Orange Splash Zone, one gymnasium, five community centers; organized sports leagues; instructional classes; aquatic activities; special events; public meeting facilities; the Elderly Nutrition Program and senior services; the Paramount Education Partnership (PEP) and the Spane Park Learning Center; and the City's transit programs. The Division also coordinates youth league use of PUSD athletic fields and acts as a liaison for community groups and prepares agendas for the Parks and Recreation Commission, the Senior Services Commission, and the volunteer Paramount Youth Commission.

Expenditure Summary

	Final FY 2021	Proposed FY 2022
Salaries and Benefits	\$ 564,350	634,700
Maintenance and Operations	70,950	57,950
Capital Outlay	9,800	-
Division Total	<u>\$ 645,100</u>	<u>692,650</u>

Position Summary

Full-Time Positions	Positions FY 2021	Positions FY 2022	Change + or (-)
Director	1	1	-
Management Analyst	1	1	-
Administrative Assistant	1	1	-
Total Full-Time Positions	<u>3</u>	<u>3</u>	<u>-</u>
Part-Time Positions	Hours FY 2021	Hours FY 2022	Change + or (-)
None			

Community Services Administration

Expenditure Detail

	Actual FY 2020	Final FY 2021	Proposed FY 2022
Regular Salaries	\$ 272,626	305,350	347,050
Full Time Overtime	1,130	1,000	3,000
Health Insurance	66,664	84,250	108,300
Life Insurance	569	650	750
Disability Insurance	1,435	1,650	2,200
Unemployment Insurance	-	4,400	7,050
Workers' Compensation	5,383	3,400	4,100
Medicare	4,178	4,600	5,100
Pers	129,136	159,050	157,150
Total Salaries/Benefits	481,120	564,350	634,700
Cellular Services	2,672	3,550	3,750
Equipment Maintenance	5,447	2,000	2,000
Printing/Reproduction	13,915	16,000	16,000
Office Supplies	1,461	3,000	4,000
Professional/Technical	24,355	19,500	1,600
Rent/Lease of Equipment	18,113	17,000	17,000
Rent/Lease of Facilities	5,060	5,100	5,100
Mileage Reimbursement	3,600	3,600	3,600
Conferences/Meetings	309	50	3,750
Memberships	705	1,150	1,150
Total Maint/Operations	75,637	70,950	57,950
Office Equipment/Furniture	951	9,800	-
Total Capital Outlay	951	9,800	-
- Division Total -	\$ 557,709	645,100	692,650

Printing/Reproduction

Special event flyers/marketing

Rent/Lease of Equipment

Copier lease

Rent/Lease of Facilities

Southern California Edison property leases

Parks and Playgrounds

The Parks & Playgrounds Division manages activities at the City's six major parks, three neighborhood parks, one mini-park and thirteen playgrounds.

Parks & Playgrounds operates a Summer Day Camp which provides recreation activities for youth during the summer break from school.

The Division also works in coordination with the Paramount Unified School District to operate a free summer food and recreation program at 14 school district sites during the summer.

The Division conducts annual special events such as the Eco-Friendly, Heritage Parade, Summer Concerts, Halloween Carnival, Tree Lighting, Santa Train, and Breakfast with Santa.

Expenditure Summary

	Final FY 2021	Proposed FY 2022
Salaries and Benefits	\$ 694,300	697,400
Maintenance and Operations	215,200	158,500
Capital Outlay	82,400	50,400
Division Total	<u>\$ 991,900</u>	<u>906,300</u>

Position Summary

	Positions FY 2021	Positions FY 2022	Change + or (-)
Full-Time Positions			
Recreation Supervisor	2	2	-
Recreation Specialist	1	1	-
Total Full-Time Positions	<u>3</u>	<u>3</u>	<u>-</u>
	Hours	Hours	Change
Part-Time Positions	FY 2021	FY 2022	+ or (-)
Office Aide II	2,600	450	(2,150)
Recreation Coordinator	3,026	1,400	(1,626)
Recreation Facilities Aide	13,307	14,500	1,193
Total Part-Time Hours	<u>18,933</u>	<u>16,350</u>	<u>(2,583)</u>

Parks and Playgrounds

Expenditure Detail

	Actual FY 2020	Final FY 2021	Proposed FY 2022
Regular Salaries	\$ 145,335	177,350	213,750
Part-Time Pay	244,182	316,150	263,150
Full-Time Overtime	3,519	-	-
Part-Time Overtime	-	200	-
Health Insurance	64,586	85,650	97,950
Life Insurance	304	400	450
Disability Insurance	764	1,000	1,350
Unemployment Insurance	23,355	7,100	9,550
Workers' Compensation	16,541	12,250	15,150
Medicare	5,593	7,100	6,950
Pers	66,210	87,100	89,100
Total Salaries/Benefits	570,390	694,300	697,400
Gasoline/Diesel Fuel	5,088	6,000	6,000
Uniforms	12,315	14,150	14,150
Special Event Services	61,004	33,550	77,650
Recreation/Craft Supplies	23,532	23,500	24,700
Recreation Excursions	8,079	6,000	20,000
Food	6,289	2,000	6,000
Disaster Response	52,367	130,000	10,000
Total Maint/Operations	168,674	215,200	158,500
Other Capital Equipment	31,712	82,400	50,400
Total Capital Outlay	31,712	82,400	50,400
- Division Total -	\$ 770,775	991,900	906,300

Part-Time Pay

Includes HEY! summer food program (reimbursable)

Special Event Services

Breakfast with Santa	\$ 23,000
Halloween candies and supplies	16,800
Summer Concert series	14,850
Halloween Hootenanny	10,000
Haunted House	3,000
Santa House	3,000
Photos with Easter Bunny	2,000
Miscellaneous events	5,000
	\$ 77,650

Recreation/Craft Supplies

Recreation supplies, park programs and events

Recreation Excursions

Summer Day Camp excursions

Food

Event and meeting supplies

Disaster Response

COVID-19 expense

Other Capital Equipment

Concrete tables	\$ 12,250
Park holiday banners	8,950
Replacement Greenfield fitness stations	8,550
Lights at Ashe Tree	8,450
Concrete trash cans	5,200
Countertops in Community Services lobby	4,200
Concrete games & bike deterrant	2,800
	\$ 50,400

Aquatics

The Aquatics Division provides structured and unstructured water activities at Paramount Pool under a contract with the Los Cerritos YMCA.

Through the YMCA, this Division offers swim instruction classes throughout the year for infants through adults at Paramount Pool. The YMCA also provides Recreation swim activities throughout the summer.

The City also provides unstructured water play at the Orange Splash Zone.

Expenditure Summary

	Final FY 2021	Proposed FY 2022
Salaries and Benefits	\$ 6,900	13,700
Maintenance and Operations	66,000	73,000
Capital Outlay	7,500	-
Division Total	<u>\$ 80,400</u>	<u>86,700</u>

Position Summary

Full-Time Positions	Positions FY 2021	Positions FY 2022	Change + or (-)
None			
Part-Time Positions	Hours FY 2021	Hours FY 2022	Change + or (-)
Recreation Leader	450	800	350
Total Part-Time Hours	<u>450</u>	<u>800</u>	<u>350</u>

Aquatics

Expenditure Detail

	Actual FY 2020	Final FY 2021	Proposed FY 2022
Part-Time Pay	\$ -	6,500	12,750
Unemployment Insurance	-	50	300
Workers' Compensation	-	250	450
Medicare	-	100	200
Total Salaries/Benefits	-	6,900	13,700
Professional/Technical	60,000	63,000	69,000
Recreation/Craft Supplies	1,140	3,000	4,000
Total Maint/Operations	61,140	66,000	73,000
Other Capital Equipment	-	7,500	-
Total Capital Outlay	-	7,500	-
- Division Total -	<u>\$ 61,140</u>	<u>80,400</u>	<u>86,700</u>

Professional/Technical

YMCA recreation swim contract services	\$ 48,000
YMCA swim lesson contract services	18,000
Adaptive swim assistance	3,000
	<u>\$ 69,000</u>

Sports

The Sports Division provides the operation of a variety of youth sports leagues offered by non-profit youth sports organizations. This Division also schedules staffing to monitor jumper and shelter permits and assists with daily park and restroom closures, and open gym hours.

The Division supports the operation of the following youth leagues: Paramount Junior Athletic Assoc., Paramount Girls Softball, Paramount Youth Soccer Organization, YMCA basketball, Friday Night Lights flag football, and West Coast Rebels tackle football. The City also supports the Los Cerritos YMCA youth leagues such as futsal and basketball.

Expenditure Summary

	Final FY 2021	Proposed FY 2022
Salaries and Benefits	\$ 85,500	82,700
Maintenance and Operations	37,800	40,800
Capital Outlay	2,150	-
Division Total	<u>\$ 125,450</u>	<u>123,500</u>

Position Summary

Full-Time Positions	Positions FY 2021	Positions FY 2022	Change + or (-)
None			
Part-Time Positions	Hours FY 2021	Hours FY 2022	Change + or (-)
Recreation Assistant	1,300	1,300	-
Recreation Leader	2,700	3,412	712
Total Part-Time Hours	<u>4,000</u>	<u>4,712</u>	<u>712</u>

Sports

Expenditure Detail

	Actual FY 2020	Final FY 2021	Proposed FY 2022
Part-Time Pay	\$ 74,390	80,750	77,500
Unemployment Insurance	96	1,150	1,550
Workers' Compensation	3,948	2,400	2,500
Medicare	1,079	1,200	1,150
Total Salaries/Benefits	79,513	85,500	82,700
Professional/Technical	15,400	11,800	14,800
Facility Maint Supplies	3,725	4,000	4,000
Uniforms	5,332	10,000	10,000
Recreation/Craft Supplies	6,750	12,000	12,000
Awards/Trophies	1,772	-	-
Total Maint/Operations	32,978	37,800	40,800
Other Capital Equipment	16,288	2,150	-
Total Capital Outlay	16,288	2,150	-
- Division Total -	\$ 128,779	125,450	123,500

Professional/Technical

YMCA contract services	\$ 10,000
Gym floor maintenance	3,000
Annual basketball court inspection	1,800
	\$ 14,800

Facility Maintenance Supplies

Gym maintenance and youth league supplies

Uniforms

Staff uniforms

Instructional Classes

The Instructional Classes Division offers recreational and instructional activities.

This Division provides instructional classes for toddlers and preschool age children through "Mommy & Me" programming at the Mariposa Center.

This Division also provides support to the City's special needs community through the adaptive recreation program. This program provides social and educational opportunities for children and families through events and classes.

The Division also provides contract instruction to residents in a variety of classes ranging from art and dance to martial arts.

Expenditure Summary

	Final FY 2021	Proposed FY 2022
Salaries and Benefits	\$ 3,750	13,700
Maintenance and Operations	8,000	32,600
Capital Outlay	-	-
Division Total	<u>\$ 11,750</u>	<u>46,300</u>

Position Summary

Full-Time Positions	Positions FY 2021	Positions FY 2022	Change + or (-)
None			
Part-Time Positions	Hours FY 2021	Hours FY 2022	Change + or (-)
Recreation Leader	650	800	150
Total Part-Time Hours	<u>650</u>	<u>800</u>	<u>150</u>

Instructional Classes

Expenditure Detail

	Actual FY 2020	Final FY 2021	Proposed FY 2022
Part-Time Pay	\$ 6,239	3,500	12,750
Unemployment Insurance	-	-	300
Workers' Compensation	357	150	450
Medicare	90	100	200
Total Salaries/Benefits	<u>6,686</u>	<u>3,750</u>	<u>13,700</u>
Recreation/Craft Supplies	2,291	5,000	10,000
Contract Class Instructors	11,459	3,000	20,000
Recreation Excursion	-	-	1,100
Food	-	-	1,500
Total Maint/Operations	<u>13,750</u>	<u>8,000</u>	<u>32,600</u>
- Division Total -	<u><u>\$ 20,436</u></u>	<u><u>11,750</u></u>	<u><u>46,300</u></u>

Recreation/Craft Supplies

Arts/craft supplies, toys, instructional supplies

Contract Class Instructors

Contract instructors for instructional classes

Facilities

The Facilities Division provides maintenance and supervision of scheduled activities at the City's major meeting facilities which includes Progress Plaza and the Mariposa Center, Paramount Park Community Center, Spane Learning Center, and the Clearwater Building.

The Division prepares and supervises facility use and provides primary maintenance and cleaning of the facilities.

The Division also assists with annual special events such as the Halloween Carnival, Tree Lighting, Breakfast with Santa, and Senior Thanksgiving Dinner.

Expenditure Summary

	Final FY 2021	Proposed FY 2022
Salaries and Benefits	\$ 225,350	123,400
Maintenance and Operations	15,900	20,900
Capital Outlay	15,100	16,200
Division Total	<u>\$ 256,350</u>	<u>160,500</u>

Position Summary

Full-Time Positions	Positions FY 2021	Positions FY 2022	Change + or (-)
Senior Recreation Supervisor	1	-	(1)
Recreation Assistant	1	-	(1)
Total Full-Time Positions	<u>2</u>	<u>-</u>	<u>(2)</u>
Part-Time Positions	Hours FY 2021	Hours FY 2022	Change + or (-)
Recreation Coordinator	2,600	2,600	-
Recreation Leader	7,750	4,250	(3,500)
Total Part-Time Hours	<u>10,350</u>	<u>6,850</u>	<u>(3,500)</u>

Facilities

Expenditure Detail

	Actual FY 2020	Final FY 2021	Proposed FY 2022
Regular Salaries	\$ 89,998	48,600	-
Part-Time Pay	153,243	124,850	115,650
Health Insurance	33,990	19,800	-
Life Insurance	185	100	-
Disability Insurance	468	250	-
Unemployment Insurance	3,848	2,100	2,350
Workers' Compensation	12,888	5,000	3,700
Medicare	3,478	2,450	1,700
Pers	44,425	22,200	-
Total Salaries/Benefits	342,524	225,350	123,400
Professional/Technical	7,323	4,000	8,500
Equipment Maint Supplies	1,572	3,900	3,900
Household Supplies	4,328	4,000	4,500
Equipment Maint Services	3,997	4,000	4,000
Total Maint/Operations	17,220	15,900	20,900
Other Capital Equipment	4,993	15,100	16,200
Vehicles	11,969	-	-
Total Capital Outlay	16,962	15,100	16,200
- Division Total -	\$ 376,705	256,350	160,500

Professional/Technical

Facility use services

Equipment Maintenance Supplies

Existing equipment maintenance/supplies

Equipment Maintenance Services

Equipment repair contingency

Other Capital Equipment

Ice machine at Clearwater	\$ 12,000
Countertops at Mariposa	4,200
	<u>\$ 16,200</u>

Paramount Education Partnership Program

This Division provides the vital connection between continuing education and future economic success for all residents through the Paramount Education Partnership (PEP) program.

This Division operates the City's learning center at Spane Park during the school year and provides collaborative educational opportunities for the community through partnerships with PUSD, Long Beach State, Cerritos College and other parties.

This Division also provides the administration and coordination of the non-profit PEP Scholarship program and provides the administrative support to the non-profit Paramount Education Partnership Board that oversees the funds donated by the community to the PEP Scholarship Program.

Expenditure Summary

	Final FY 2021	Proposed FY 2022
Salaries and Benefits	\$ 181,650	267,750
Maintenance and Operations	12,600	30,000
Capital Outlay	-	20,000
Division Total	<u>\$ 194,250</u>	<u>317,750</u>

Position Summary

Full-Time Positions	Positions FY 2021	Positions FY 2022	Change + or (-)
Recreation Supervisor	1	1	-
Recreation Specialist	-	-	-
Total Full-Time Positions	<u>1</u>	<u>1</u>	<u>-</u>
Part-Time Positions	Hours FY 2021	Hours FY 2022	Change + or (-)
Recreation Coordinator	2,425	2,150	(275)
Senior Recreation Leader	1,250	-	(1,250)
Recreation Facilities Aide	1,700	3,650	1,950
Total Part-Time Hours	<u>5,375</u>	<u>5,800</u>	<u>425</u>

Paramount Education Partnership Program

Expenditure Detail

	Actual FY 2020	Final FY 2021	Proposed FY 2022
Regular Salaries	\$ 154,625	81,850	79,750
Part-Time Pay	90,725	10,150	99,350
Health Insurance	48,015	36,700	37,650
Life Insurance	259	200	200
Disability Insurance	652	450	500
Unemployment Insurance	2,690	1,350	3,600
Workers' Compensation	11,365	3,700	5,700
Medicare	3,482	1,350	2,600
Pers	56,874	45,900	38,400
Total Salaries/Benefits	368,687	181,650	267,750
Printing/Reproduction	-	2,000	2,000
Equipment Maint Supplies	1,400	3,000	3,000
Special Event Services	752	5,000	15,000
Recreation/Craft Supplies	4,487	2,600	6,000
Food	2,033	-	4,000
Total Maint/Operations	8,672	12,600	30,000
Computer Equipment	-	-	20,000
Total Capital Outlay	-	-	20,000
- Division Total -	\$ 377,359	194,250	317,750

Printing/Reproduction

Marketing flyers for Spane Learning Center program

Recreation/Craft Supplies

PEP supplies

Computer Equipment

Computer upgrades (Learning Center)

Elderly Nutrition

The Elderly Nutrition Program provides nutritionally balanced meals to senior adults in group settings and home delivered meals to home-bound seniors. This service is provided through a contract with Human Services Association.

The Division serves approximately 46,000 nutritionally balanced meals during the year. Approximately 26,000 of these meals are served in a group setting while another 20,000 meals are home delivered to home-bound seniors throughout the year. Over 3,000 participants take part in social and educational activities such as exercise classes, bingo, craft classes, art, movie days and excursions.

Expenditure Summary

	Final FY 2021	Proposed FY 2022
Salaries and Benefits	\$ 167,100	326,100
Maintenance and Operations	82,850	110,800
Capital Outlay	-	3,000
Division Total	<u>\$ 249,950</u>	<u>439,900</u>

Position Summary

Full-Time Positions	Positions FY 2021	Positions FY 2022	Change + or (-)
Senior Svcs. Prog. Supervisor	-	1	1
Part-Time Positions	Hours FY 2021	Hours FY 2022	Change + or (-)
Recreation Coordinator	1,300	1,300	-
Recreation Leader	2,350	4,100	1,750
Office Assistant I	2,600	2,600	-
Total Part-Time Hours	<u>6,250</u>	<u>8,000</u>	<u>1,750</u>

Elderly Nutrition

Expenditure Detail

	Actual FY 2020	Final FY 2021	Proposed FY 2022
Regular Salaries	\$ -	49,150	92,800
Part-Time Pay	60,334	67,950	133,750
Health Insurance	-	11,350	40,000
Life Insurance	-	100	200
Disability Insurance	-	300	600
Unemployment Insurance	720	2,150	4,550
Workers' Compensation	2,199	3,250	7,200
Medicare	875	1,650	3,300
Pers	-	31,200	43,700
Total Salaries/Benefits	64,128	167,100	326,100
Printing/Reproduction	2,647	-	4,000
Office Supplies	555	-	-
Professional/Technical	51,434	59,400	59,400
Equipment Maint Supplies	1,150	2,000	4,000
Comm Promo Supplies	4,901	10,000	10,000
Contract Class Instructors	5,900	4,000	12,000
Recreation Excursions	7,237	50	14,000
Food-Senior Citizen	7,058	7,400	7,400
Total Maint/Operations	80,882	82,850	110,800
Other Capital Equipment	-	-	3,000
Total Capital Outlay	-	-	3,000
- Division Total -	\$ 145,010	249,950	439,900

Printing/Reproduction

Flyers, home delivery, special events

Professional/Technical

Meal supplement	\$ 54,900
Laundry services	4,500
	<u>\$ 59,400</u>

Community Promotion Supplies

Senior special event decorations, flowers, supplies

Contract Class Instructors

Senior program services

Food-Senior Citizen Program

Coffee supplies	\$ 5,400
Meal upgrades	2,000
	<u>\$ 7,400</u>

Other Capital Equipment

Television

Community Transportation

The Community Transportation Division administers the City's various transit programs. The City contracts with Long Beach Transit to provide fixed route bus services in town. The City also contracts with Fiesta Taxi to provide out-of-town medical transit trips for the elderly and disabled. Fiesta Taxi also provides in-town services for the elderly and disabled for trips to the City's Senior Center, government offices, shopping centers, and medical offices.

The Division also provides transit services for college-age residents through the Paramount University Pass program that provides free use of Long Beach Transit and Metro bus lines traveling to area colleges & universities.

The Division also provides support for various recreation transit needs.

This Division is funded through Proposition A Transit Tax Funds.

Expenditure Summary

	Final FY 2021	Proposed FY 2022
Salaries and Benefits	\$ -	-
Maintenance and Operations	479,300	548,600
Capital Outlay	-	-
Division Total	<u>\$ 479,300</u>	<u>548,600</u>

Position Summary

Full-Time Positions	Positions FY 2021	Positions FY 2022	Change + or (-)
Not Applicable			
Part-Time Positions	Hours FY 2021	Hours FY 2022	Change + or (-)
Not Applicable			

Community Transportation

Expenditure Detail

	Actual FY 2020	Final FY 2021	Proposed FY 2022
Printing/Reproduction	\$ -	-	3,000
Professional/Technical	527,231	479,300	530,600
Recreation Excursions	11,616	-	15,000
Total Maint/Operations	538,847	479,300	548,600
- Division Total -	\$ 538,847	479,300	548,600

Professional/Technical

Long Beach Transit contract	\$ 440,000
Taxi voucher system	90,600
	\$ 530,600

Recreation Excursions

City excursions

STAR After-School Program

The Success Through Academics and Recreation (STAR) Division operates a free after-school enrichment program at 11 elementary and 4 middle schools in the Paramount Unified School District. The STAR division is funded through a grant from the State of California Department of Education.

The STAR program infuses a healthy mix of physical activity, literacy instruction and homework help. The STAR program begins at the end of every school day and ends at 6:00 p.m. It operates 180 days each school year and serves approximately 1,600 students.

Expenditure Summary

	Final FY 2021	Proposed FY 2022
Salaries and Benefits	\$ 1,796,050	1,933,000
Maintenance and Operations	316,700	183,700
Capital Outlay	65,000	-
Division Total	<u>\$ 2,177,750</u>	<u>2,116,700</u>

Position Summary

Full-Time Positions	Positions FY 2021	Positions FY 2022	Change + or (-)
Assistant CSR Director	1	1	-
Total Full-Time Positions	<u>1</u>	<u>1</u>	<u>-</u>
Part-Time Positions	Hours FY 2021	Hours FY 2022	Change + or (-)
Star Program Assistant	3,900	3,900	-
Star Program Coordinator	14,800	14,800	-
Star Program Leader	74,000	74,000	-
Total Part-Time Hours	<u>92,700</u>	<u>92,700</u>	<u>-</u>

STAR After-School Program

Expenditure Detail

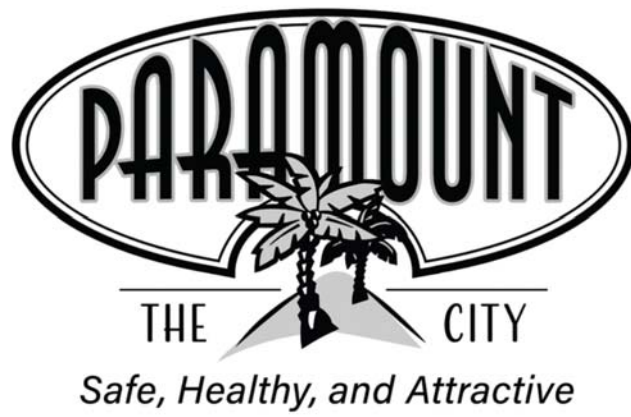
	Actual FY 2020	Final FY 2021	Proposed FY 2022
Regular Salaries	\$ 117,625	124,550	124,100
Part-Time Pay	1,279,944	1,475,650	1,594,950
Health Insurance	37,531	44,000	45,250
Life Insurance	248	250	300
Disability Insurance	627	700	800
Unemployment Insurance	-	24,400	34,400
Workers' Compensation	76,109	33,500	49,850
Medicare	20,223	23,200	24,950
Pers	59,406	69,800	58,400
Total Salaries/Benefits	1,591,712	1,796,050	1,933,000
Telephone/Internet Services	14,014	13,600	14,000
Printing/Reproduction	9,192	2,000	10,000
Professional/Technical	28,285	7,300	30,000
Personnel Services	3,570	10,000	10,000
Uniforms	37,616	23,000	30,000
Recreation/Craft Supplies	325,835	232,800	79,700
Food	6,628	3,000	10,000
Disaster Response	-	25,000	-
Total Maint/Operations	425,139	316,700	183,700
Office Equipment/Furniture	7,416	5,000	-
Computer Equipment	31,317	50,000	-
Other Capital Equipment	-	10,000	-
Total Capital Outlay	38,733	65,000	-
- Division Total -	<u>\$ 2,055,585</u>	<u>2,177,750</u>	<u>2,116,700</u>

Telephone/Internet Services

Cell phones for administration, site coordinators and program supervisors

Professional/Technical

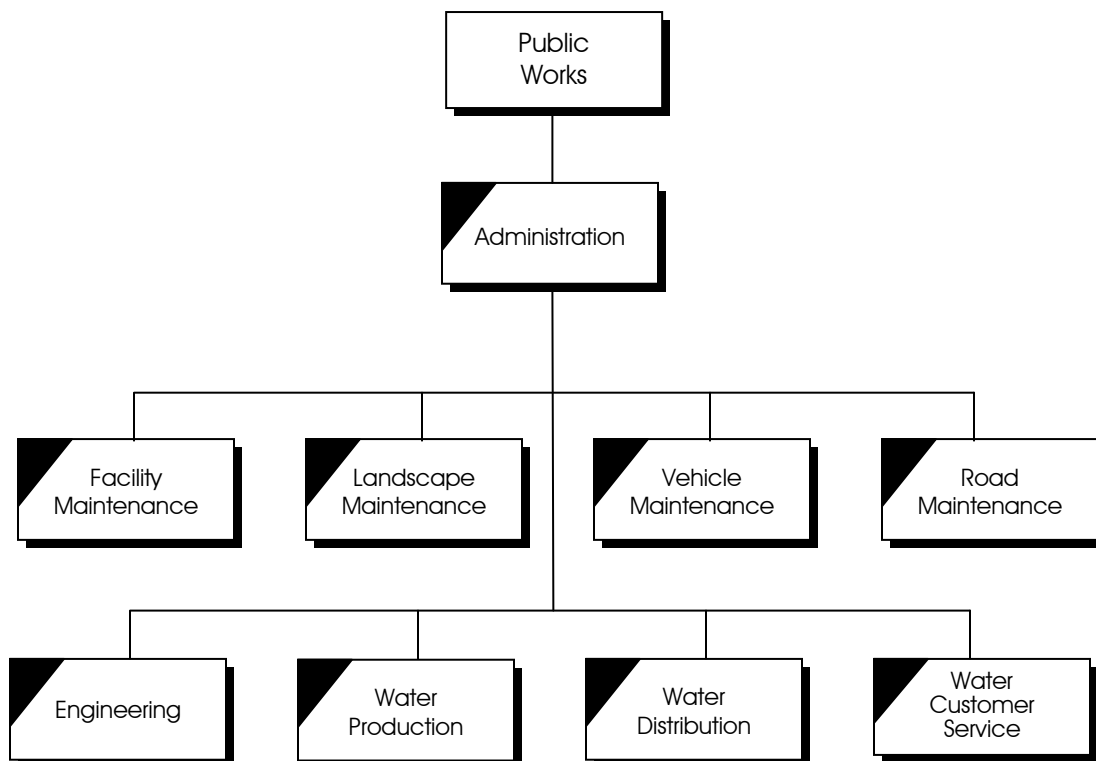
Contract services for K-5/middle school programs



PUBLIC WORKS

The Public Works Department is responsible for maintaining all City-owned facilities, substructures, streets, and land. The department maintains 72 miles of streets and alleys, a fleet of about 75 vehicles and over 100 pieces of major equipment, 3 water production sites, 126 miles of water distribution and transmission lines, 7,500 water meters, approximately 71 acres of parkland and landscaped traffic medians, approximately 12,000 trees and 9 City facilities.

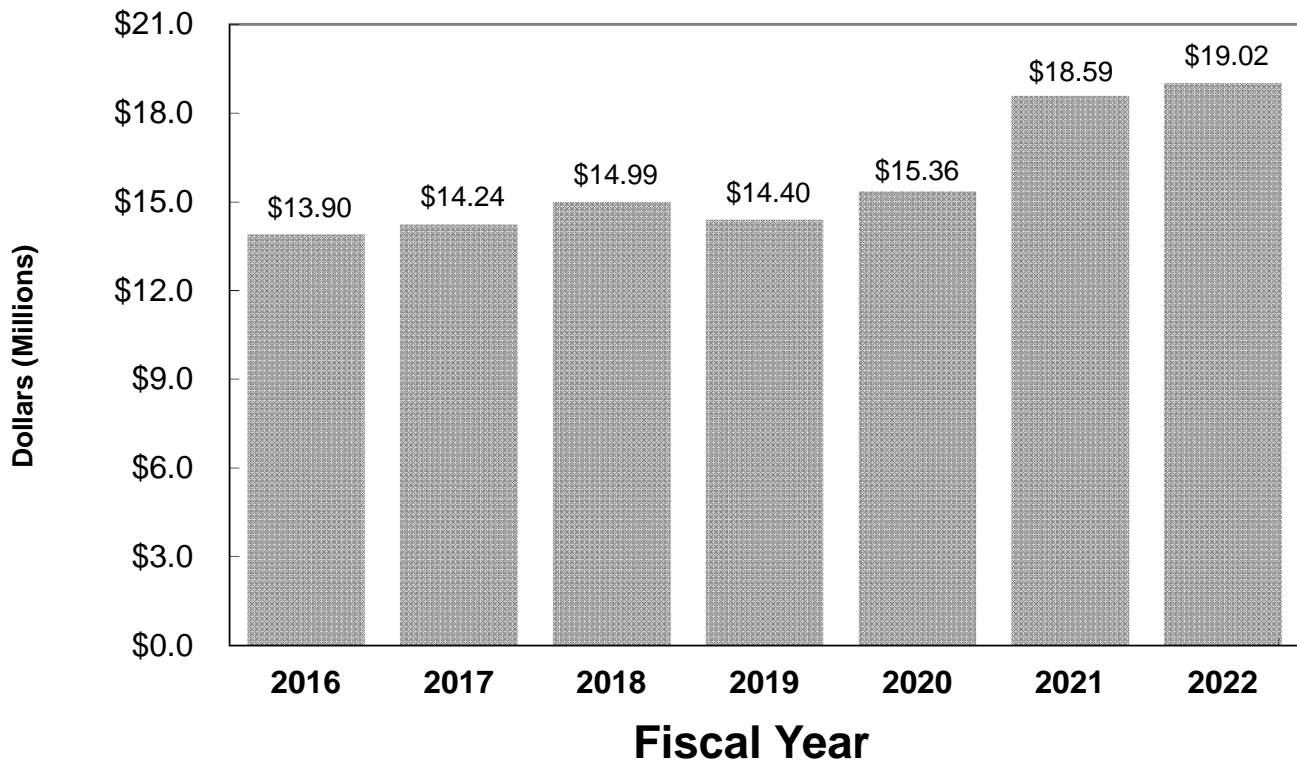
Below is a chart showing the department's activities. A department summary combining all activities is shown on the next page. A detailed description of the activity can be found on the following pages.



PUBLIC WORKS DEPARTMENT

2021-22				
EXPENDITURE SUMMARY				
<u>Division Name</u>	<u>Salary & Benefits</u>	<u>Maintenance & Operations</u>	<u>Capital Outlay</u>	<u>Total</u>
Administration	\$ 1,159,100	1,049,850	5,000	2,213,950
Facility Maintenance	1,011,500	861,800	52,000	1,925,300
Landscape Maintenance	1,237,550	1,103,500	11,000	2,352,050
Vehicle Maintenance	-	401,350	-	401,350
Road Maintenance	495,550	1,214,800	545,000	2,255,350
Engineering	-	677,250	-	677,250
Water Production	489,900	6,200,700	97,000	6,787,600
Water Distribution	709,650	1,391,150	-	2,100,800
Water Customer Service	204,350	104,400	-	308,750
Total	<u>\$ 5,307,600</u>	<u>13,004,800</u>	<u>710,000</u>	<u>19,022,400</u>

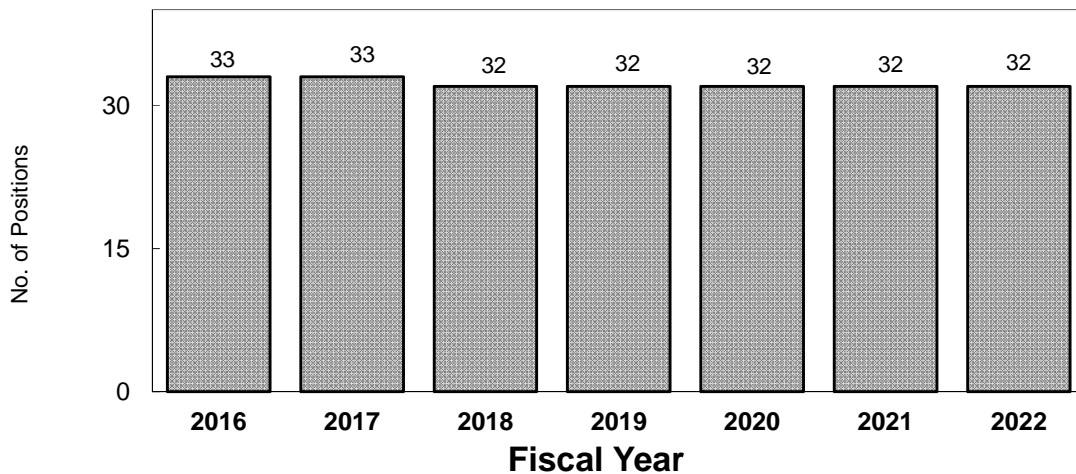
History of Expenditures



PUBLIC WORKS DEPARTMENT

2021-22 POSITION SUMMARY			
<u>Full-Time Positions</u>	<u>Approved FY 2021</u>	<u>Proposed FY 2022</u>	<u>Change + or (-)</u>
Public Works Director	1	1	-
Assistant Public Works Director	1	1	-
Water Superintendent	1	1	-
Public Works Operations Manager	1	1	-
Public Works Manager	1	1	-
Water Supervisor	1	1	-
Maintenance Supervisor	2	2	-
Warehouse Attendant	1	1	-
Senior Maintenance Worker	6	6	-
Senior Water Operator	3	3	-
Administrative Assistant	1	1	-
Maintenance Worker	8	8	-
Water Operator	4	4	-
Office Assistant II	1	1	-
Total Number of Full-Time Positions	<u>32</u>	<u>32</u>	<u>-</u>
<u>Part-Time Positions</u>			
Total Number of Hours	39,260	40,300	1,040

Full-Time Position Summary



Public Works Administration

The Administration Division sets policies and standards for the upkeep, maintenance, and repair of all public infrastructure improvements and systems, including water production and delivery, road maintenance, park and building maintenance, vehicle and equipment maintenance, and contract management.

The Division prepares and monitors the department's budget and performance standards, and prepares special reports for the City Council and the Public Works Commission. The Division establishes goals, policies and procedures; provides long range public works planning; and conducts employee safety training.

The Division also coordinates the department's response to over 2,000 citizen requests each year.

Expenditure Summary

	Final FY 2021	Proposed FY 2022
Salaries and Benefits	\$ 1,222,700	\$ 1,159,100
Maintenance and Operations	1,102,350	1,049,850
Capital Outlay	-	5,000
Division Total	<u>\$ 2,325,050</u>	<u>2,213,950</u>

Position Summary

Full-Time Positions	Positions FY 2021	Positions FY 2022	Change + or (-)
Director	1	1	-
Assistant Director	1	1	-
PW Operations Manager	1	1	-
Public Works Manager	1	1	-
Administrative Assistant	1	1	-
Office Assistant II	1	1	-
Total Full-Time Positions	<u>6</u>	<u>6</u>	<u>-</u>
Part-Time Positions	Hours FY 2021	Hours FY 2022	Change + or (-)
PW Intern	1,300	1,300	-
Total Part-Time Hours	<u>1,300</u>	<u>1,300</u>	<u>-</u>

Public Works Administration

Expenditure Detail

	Actual FY 2020	Final FY 2021	Proposed FY 2022
Regular Salaries	\$ 566,545	625,300	578,950
Part-Time Pay	-	-	22,900
Health Insurance	180,154	196,800	211,500
Life Insurance	1,199	8,200	1,250
Disability Insurance	3,028	3,250	3,600
Unemployment Insurance	-	8,050	12,150
Workers' Compensation	13,800	10,400	9,150
Medicare	8,249	9,150	8,800
Pers	285,598	328,050	277,300
Pers Contributions (GASB 68)	33,419	33,500	33,500
Total Salaries/Benefits	1,091,993	1,222,700	1,159,100
Cellular Services	11,591	11,500	9,500
Printing/Reproduction	874	1,000	1,000
Office Supplies	1,420	2,800	2,800
Postage Expense	-	200	200
Publications	-	300	300
Professional/Technical	878,314	917,500	887,000
Financial Services	4,000	4,000	4,000
Engineer Services	40,333	90,000	70,000
Rent/Lease of Equipment	2,377	2,450	2,450
Mileage Reimbursement	3,600	3,600	3,600
Conferences/Meetings	3,955	6,000	6,000
Memberships	25,423	26,000	26,000
Bad Debt Expense	-	5,000	5,000
Equipment Maint Supplies	739	800	800
Uniforms	170	900	900
Safety Services/Supplies	2,632	4,800	4,800
Hazardous Waste Supplies	23,009	25,000	25,000
Vehicle Maint Services	-	500	500
Total Maint/Operations	998,435	1,102,350	1,049,850
Office Equipment/Furniture	-	-	5,000
Total Capital Outlay	-	-	5,000
- Division Total -	\$ 2,090,428	\$ 2,325,050	\$ 2,213,950

Printing/Reproduction

Blueprint reproduction

Professional/Technical

Water administrative reimbursement	\$ 850,000
Water rate study	20,000
Water service legal fees	2,000
GoGov work order access fee	15,000
	\$ 887,000

Financial services

Water department financial audit

Engineer Services

Water on-call engineering

Conferences/Meetings

State required continuing education	\$ 1,800
Education reimbursement	1,800
Miscellaneous conferences	2,400
	\$ 6,000

Memberships

Gateway IRMWPA JPA	\$ 15,000
Southeast Water Coalition	10,000
California Parks & Recreation Society	300
MMASC	300
American Public Works Association	200
American Water Works Association	200
	\$ 26,000

Hazardous Waste Supplies

Hazardous waste removal, absorbent, steel drums, containment booms

Office Equipment/Furniture

Desk

Facility Maintenance

The Facility Maintenance Division maintains approximately 130,000 square feet of building space, including structures at City Hall, Paramount Park, Progress Park, Spane Park, the City Maintenance Yard, Firehouse Activity Center, Dills Park, Orange Splash Zone, All-American Park, six public fountains, one public swimming pool and various art pieces throughout the City.

The Division performs all of the City's routine carpentry work including the installation of doors, windows and walls; fabrication of signs; construction of structures for special City events, such as stages and booths; construction of small storage and utility sheds; painting of all City buildings; repair of ceilings and roofs; and restoration of office furniture.

The Division also repairs and maintains the City's radio, public address, air conditioning, heating, lighting and plumbing systems.

The Division is also responsible for daily removal of graffiti city wide.

The Division repairs plumbing leaks and cleans clogged sewer lines and eliminates other plumbing problems for the City's 35 restrooms and 50 drinking fountains. In addition, on a daily basis, the Division monitors the chemical composition of the water at City pools and checks for malfunctioning equipment at City pools and fountains.

Expenditure Summary

	Final FY 2021	Proposed FY 2022
Salaries and Benefits	\$ 927,850	1,011,500
Maintenance and Operations	1,024,250	861,800
Capital Outlay	<u>34,000</u>	<u>52,000</u>
Division Total	<u>\$ 1,986,100</u>	<u>1,925,300</u>

Position Summary

Full-Time Positions	Positions FY 2021	Positions FY 2022	Change + or (-)
Maintenance Supervisor	1	1	-
Sr Maintenance Worker	2	2	-
Warehouse Attendant	1	1	-
Maintenance Worker	<u>2</u>	<u>2</u>	<u>-</u>
Total Full-Time Positions	<u>6</u>	<u>6</u>	<u>-</u>
Part-Time Positions	Hours FY 2021	Hours FY 2022	Change + or (-)
Maintenance Aide	<u>13,000</u>	<u>13,000</u>	<u>-</u>
Total Part-Time Hours	<u>13,000</u>	<u>13,000</u>	<u>-</u>

Facility Maintenance

Expenditure Detail

Professional/Technical

Security system maintenance

Rent/Lease of Equipment

Combination trucks (2)	\$ 25,900
Boom truck	20,000
Stakebed truck	13,000
	<u>\$ 58,900</u>

Facility Maintenance Supplies

Lumber, windows, fences, building repairs, paint, general maintenance, furniture projects, pool supplies, electrical and plumbing supplies, vandalism repairs

Household Supplies

Paper products, janitorial supplies

Graffiti Supplies

Paint and paint supplies, sandblasting, cleaning compounds

Facility Maintenance Services

HVAC Services	\$ 60,000
Lighting/Electrical services	25,000
Fountain services	15,000
Plumbing services	15,000
Fence repairs	15,000
Pest control	13,000
Elevator maintenance/permits	11,000
Pool services	10,000
Roof repairs	6,000
Door/Gate repairs	5,000
Community Center kitchen services	4,000
Gym equipment services	2,000
Fire protection services	2,000
Generator permits/services	2,000
Emergency repairs	30,000
Miscellaneous repairs	15,000
	<u>\$ 230,000</u>

Other Capital Equipment

Electronic message boards	\$ 34,000
Water bottle filling stations	18,000
	<u>\$ 52,000</u>

	Actual FY 2020	Final FY 2021	Proposed FY 2022
Regular Salaries	\$ 362,862	375,650	367,650
Part-Time Pay	91,111	125,850	206,750
Full-Time Overtime	18,140	12,050	19,500
Health Insurance	161,833	168,050	178,400
Life Insurance	767	750	800
Disability Insurance	1,923	1,950	2,300
Unemployment Insurance	593	7,550	11,900
Workers' Compensation	73,225	48,150	57,150
Medicare	6,575	7,600	8,650
Pers	177,483	180,250	158,400
Total Salaries/Benefits	<u>894,512</u>	<u>927,850</u>	<u>1,011,500</u>
Professional/Technical	-	55,000	45,700
Nuisance Abatement	2,976	2,000	2,000
Rent/Lease of Equipment	71,556	75,900	58,900
Conferences/Meetings	251	850	850
Facility Maint Supplies	167,608	215,000	215,000
Household Supplies	35,643	35,000	40,000
Uniforms	3,522	7,000	7,000
Graffiti Supplies	103,139	85,000	85,000
Facility Maint Services	226,050	292,000	230,000
Janitorial Services	140,277	121,000	159,350
Small Tools/Instruments	1,058	2,000	2,000
Facility Flags	2,773	3,000	3,000
Disaster Response	20,616	130,500	13,000
Total Maint/Operations	<u>775,468</u>	<u>1,024,250</u>	<u>861,800</u>
Other Capital Equipment	44,577	34,000	52,000
Vehicles	97,547	-	-
Total Capital Outlay	<u>142,125</u>	<u>34,000</u>	<u>52,000</u>
- Division Total -	<u><u>\$ 1,812,104</u></u>	<u><u>1,986,100</u></u>	<u><u>1,925,300</u></u>

Landscape Maintenance

The Landscape Maintenance Division maintains 50 acres of park turf and 15 acres of landscaped traffic medians, setbacks and other areas. The maintenance of these areas requires edging, irrigation, mowing, aerating and fertilization of turf. Additionally, trash, leaves and graffiti are removed from parks on a daily basis.

In an average year, this division plants 3,500 shrubs, sows 1,500 pounds of grass seed, spreads 6,600 pounds of fertilizer and sprays 50 gallons of insecticide and herbicide.

The Division is also responsible for monitoring the City's tree trimming and median mowing contracts, maintenance of all trees located in City parks, and installing and replacing over 50 street banners each year to advertise major community events.

Expenditure Summary

	Final FY 2021	Proposed FY 2022
Salaries and Benefits	\$ 1,135,100	1,237,550
Maintenance and Operations	1,083,100	1,103,500
Capital Outlay	-	11,000
Division Total	<u>\$ 2,218,200</u>	<u>2,352,050</u>

Position Summary

Full-Time Positions	Positions FY 2021	Positions FY 2022	Change + or (-)
Maintenance Supervisor	1	1	-
Sr Maintenance Worker	2	2	-
Maintenance Worker	4	4	-
Total Full-Time Positions	<u>7</u>	<u>7</u>	<u>-</u>
Part-Time Positions	Hours FY 2021	Hours FY 2022	Change + or (-)
Maintenance Aide	18,200	18,200	-
Public Service Assistant	1,300	1,300	-
Total Part-Time Hours	<u>19,500</u>	<u>19,500</u>	<u>-</u>

Landscape Maintenance

Expenditure Detail

	Actual FY 2020	Final FY 2021	Proposed FY 2022
Regular Salaries	\$ 430,568	371,150	410,700
Part-Time Pay	270,788	302,200	315,700
Full-Time Overtime	9,948	9,050	19,100
Part-Time Overtime	-	100	-
Health Insurance	144,041	168,950	208,050
Life Insurance	818	800	900
Disability Insurance	2,056	2,200	2,550
Unemployment Insurance	3,096	10,100	14,950
Workers' Compensation	110,300	63,900	73,500
Medicare	8,947	9,350	10,850
Pers	179,601	197,300	181,250
Total Salaries/Benefits	1,160,165	1,135,100	1,237,550
Professional/Technical	807,041	910,800	932,750
Rent/Lease of Equipment	69,279	52,700	65,700
Conferences/Meetings	434	1,000	1,000
Memberships	135	350	350
Uniforms	4,978	9,500	9,500
Landscape Supplies	91,453	103,750	89,200
Small Tools/Instruments	4,265	5,000	5,000
Total Maint/Operations	977,585	1,083,100	1,103,500
Other Capital Equipment	-	-	11,000
Vehicles	11,394	-	-
Total Capital Outlay	11,394	-	11,000
- Division Total -	\$ 2,149,143	2,218,200	2,352,050

Professional/Technical

General landscape maintenance	\$ 400,000
Tree maintenance	256,500
Median maintenance	175,000
Specialized tree trimming	25,000
Emergency median/landscape repairs	25,000
Weed sprays/pesticides	21,000
Park maintenance consultant	17,250
In-kind services to Paramount Library	8,000
Artificial turf maintenance	5,000
	\$ 932,750

Rent/Lease of Equipment

Trucks (4)	\$ 40,200
Tractor	25,500
	\$ 65,700

Conferences/Meetings

Arborists training	\$ 450
Education reimbursement	250
CPRS seminars	100
Tree certification seminar	100
Pesticide certification seminar	100
	\$ 1,000

Landscape Supplies

Dills Park supplies	\$ 24,000
Trees/plants-new/replacement	19,000
Ballfield supplies	14,000
Irrigation supplies	13,000
Playground supplies	5,000
Arbor day workshop	4,800
Soil amendments	4,000
Picnic table replacement	3,000
Trash can replacement	2,400
	\$ 89,200

Other Capital Equipment

Stump grinder attachment	
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Vehicle and Equipment Maintenance

The Vehicle and Equipment Maintenance Division is responsible for maintaining more than 85 vehicles and 100 pieces of major equipment.

The Division, through on-site outsourcing, will perform approximately 150 tune-ups, 400 lube and oil changes, 25 brake jobs, 3 major engine repairs, 100 tire repairs and 50 battery installations.

Expenditure Summary

	Final FY 2021	Proposed FY 2022
Salaries and Benefits	\$ -	-
Maintenance and Operations	461,450	401,350
Capital Outlay	-	-
Division Total	<u>\$ 461,450</u>	<u>401,350</u>

Position Summary

Full-Time Positions	Positions FY 2021	Positions FY 2022	Change + or (-)
Not Applicable			
Part-Time Positions	Hours FY 2021	Hours FY 2022	Change + or (-)
Not Applicable			

Vehicle and Equipment Maintenance

Expenditure Detail

	Actual FY 2020	Final FY 2021	Proposed FY 2022
Gasoline/Diesel Fuel	\$ 67,704	63,150	63,150
Vehicle Maint Services	373,648	398,300	338,200
Total Maint/Operations	441,352	461,450	401,350
- Division Total -	\$ 441,352	461,450	401,350

Gasoline/Diesel Fuel

Fleet fuel

Vehicle Maintenance Services

Fleet maintenance services	\$ 323,200
On-call services	15,000
	\$ 338,200

Road Maintenance

The Road Maintenance Division maintains the City's 72 miles of streets and alleys. It is also responsible for monitoring the street sweeping contract with California Street Maintenance and the sewer and storm drain maintenance with the Los Angeles County Department of Public Works.

The Division prepares designated streets for slurry seal, patches potholes and makes minor street repairs. Each year, the Division spreads 500 tons of asphalt on City streets; sweeps streets for special events; applies 1,000 gallons of paint to mark 32,000 linear feet of curbs, crosswalks and other street markings; repairs or replaces over 500 street and traffic signs; and pours 150 cubic yards of concrete for replacement sidewalk curbs gutters and driveway aprons.

The Division grades parkland areas; pumps flooded streets; manages the contract with the City of Santa Fe Springs for the maintenance of the City's 52 signalized intersections; and supervises sidewalk, curb and gutter contracts.

The Division responds to more than 750 citizen inquiries regarding street and sidewalk repairs and removal of debris from the public right-of-way.

Expenditure Summary

	Final FY 2021	Proposed FY 2022
Salaries and Benefits	\$ 475,050	495,550
Maintenance and Operations	1,168,800	1,214,800
Capital Outlay	-	545,000
Division Total	<u>\$ 1,643,850</u>	<u>2,255,350</u>

Position Summary

Full-Time Positions	Positions FY 2021	Positions FY 2022	Change + or (-)
Sr Maintenance Worker	1	1	-
Maintenance Worker	3	3	-
Total Full-Time Positions	<u>4</u>	<u>4</u>	<u>-</u>
Part-Time Positions	Hours FY 2021	Hours FY 2022	Change + or (-)
Maintenance Aide	1,040	2,080	1,040
Total Part-Time Hours	<u>1,040</u>	<u>2,080</u>	<u>1,040</u>

Road Maintenance

Expenditure Detail

	Actual FY 2020	Final FY 2021	Proposed FY 2022
Regular Salaries	\$ 195,018	211,050	210,400
Part-Time Pay	6,065	15,900	33,100
Full-Time Overtime	25,249	19,550	30,000
Health Insurance	76,296	99,100	102,000
Life Insurance	403	450	450
Disability Insurance	1,011	1,200	1,300
Unemployment Insurance	-	3,550	5,500
Workers' Compensation	39,380	26,750	28,000
Medicare	3,071	3,600	4,000
Pers	78,119	93,900	80,800
Total Salaries/Benefits	424,611	475,050	495,550
Rent/Lease of Equipment	-	5,200	38,200
Mileage Reimbursement	-	300	300
Conferences/Meetings	389	2,700	2,700
Memberships	350	500	500
Electricity	72,414	97,100	97,100
Water	229,795	225,800	225,800
Gasoline/Diesel Fuel	15,190	21,300	21,300
Uniforms	2,717	5,500	5,500
Street Maint Supplies	80,490	91,200	91,200
Traffic Safety Supplies	25,488	27,600	27,600
Street Maint Services	356,560	524,050	537,050
Traffic Safety Equip Maint	210,417	165,550	165,550
Small Tools/Instruments	1,191	2,000	2,000
Total Maint/Operations	994,999	1,168,800	1,214,800
Other Capital Equipment	12,468	-	165,000
Vehicles	-	-	380,000
Total Capital Outlay	12,468	-	545,000
- Division Total -	\$ 1,432,078	1,643,850	2,255,350

Rent/Lease of Equipment

Miscellaneous equipment rental

Conferences/Meetings

Hazmat certification	\$ 2,000
Miscellaneous training	700
	\$ 2,700

Street Maintenance Supplies

Asphalt, concrete, road signs, base rock, paint, sand, road spill absorbent, barricades, etc.

Traffic Safety Supplies

Traffic signs and miscellaneous repairs

Street Maintenance Services

Sidewalk concrete service repair	\$ 200,000
Street sweeping contract	111,150
Catch basin cleanout program	93,600
Annual pothole/street improvement	55,000
Annual street legend improvement	50,000
Cart retrieval services	27,300
	\$ 537,050

Traffic Safety Equipment Maintenance

Miscellaneous repairs	\$ 102,600
Signal maintenance contract	52,950
State signal maintenance	10,000
	\$ 165,550

Other Capital Equipment

Road barricades	\$ 85,000
Stormwater catch basin inserts	80,000
	\$ 165,000

Vehicles

Street sweeper

Engineering

The City's engineering services are provided through a contractual arrangement with Wildan Associates.

The Division provides engineering services to all City departments which includes general engineering, assistance with development of grant applications, administration of assessment districts and traffic engineering studies. In addition, the Division processes approximately 10 parcel and tract maps during the year which are required by private development. This Division also coordinates updating the house numbering map and the zoning map.

The Division provides, through an agreement with the Los Angeles County Engineer, inspection services for industrial wastes and also updates all public right-of-way substructure maps to record any new additions or deletions to the underground master plan.

In addition the division is responsible for Stormwater management utilizing both consulting services for inspections and plan preparation as well as participation in regional watershed group programs. This division also oversees the Solid Waste and recycling program requirements.

Expenditure Summary

	Final FY 2021	Proposed FY 2022
Salaries and Benefits	\$ -	-
Maintenance and Operations	826,950	677,250
Capital Outlay	-	-
Division Total	<u>\$ 826,950</u>	<u>677,250</u>

Position Summary

Full-Time Positions	Positions FY 2021	Positions FY 2022	Change + or (-)
Not Applicable			
Part-Time Positions	Hours FY 2021	Hours FY 2022	Change + or (-)
Not Applicable			

Engineering

Expenditure Detail

	Actual FY 2020	Final FY 2021	Proposed FY 2022
Professional/Technical	\$ 106,152	177,700	160,000
Engineering Services	373,858	316,350	254,850
Environmental Services	10,607	20,000	-
Stormwater Management	138,599	277,550	245,550
Sustainability Services	5,684	35,350	16,850
Total Maint/Operations	634,900	826,950	677,250
- Division Total -	\$ 634,900	826,950	677,250

Professional/Technical

Industrial waste	\$ 45,000
Solid waste consulting services	40,000
MS4 annual permit fees	25,000
I-710 freeway study	25,000
605/91 freeway study	20,000
LA County services	3,000
Street light assessment	2,000
	\$ 160,000

Engineering Services

General engineering	\$ 150,000
Traffic engineering	55,000
GIS system	20,000
Parcel/tract maps	10,000
Sewer system maintenance plan	8,000
Assessment district	1,850
Miscellaneous design	10,000
	\$ 254,850

Stormwater Management

Los Cerritos MS4 watershed mgmt plan	\$ 75,000
LA River MS4 watershed mgmt plan	75,000
NPDES consultant services	75,000
Greater Harbor toxics TMDL	18,450
MS4Front software maintenance	2,100
	\$ 245,550

Water Production

The Water Production Division maintains the City's metered connections to the Metropolitan Water District (MWD) water supply and operates the City's water wells which extract water from underground aquifers.

The Division's three active wells will extract approximately 5,900 acre feet of ground water or approximately 95% of the water used by municipal water customers. The two MWD connections will supply approximately 200 acre feet or about 5% of the water sold to customers. All five water production facilities are checked daily.

The Division also monitors the quality of water by collecting and analyzing samples on a regular basis. For example, 900 bacti samples will be checked for potentially dangerous bacteria and 900 general physical samples will be checked for pH (acidity/alkalinity), color, taste and suspended particles. Any conditions likely to create potential problems are corrected immediately.

The Division also conducts cross-connection control inspections. These inspections are designed to prevent the entrance of contaminated or hazardous material into the City's water system from private consumer's lines.

Expenditure Summary

	Final FY 2021	Proposed FY 2022
Salaries and Benefits	\$ 461,100	489,900
Maintenance and Operations	6,204,400	6,200,700
Capital Outlay	-	97,000
Division Total	<u>\$ 6,665,500</u>	<u>6,787,600</u>

Position Summary

Full-Time Positions	Positions FY 2021	Positions FY 2022	Change + or (-)
Water Supervisor	1	1	-
Senior Water Operator	2	2	-
Total Full-Time Positions	<u>3</u>	<u>3</u>	<u>-</u>
Part-Time Positions	Hours FY 2021	Hours FY 2022	Change + or (-)
Water Operator Aide	3,120	3,120	-
Total Part-Time Hours	<u>3,120</u>	<u>3,120</u>	<u>-</u>

Water Production

Expenditure Detail

	Actual FY 2020	Final FY 2021	Proposed FY 2022
Regular Salaries	\$ 158,076	190,450	203,200
Part-Time Pay	28,702	34,800	49,650
Full-Time Overtime	303	100	-
Health Insurance	41,779	58,600	65,650
Life Insurance	283	350	450
Disability Insurance	708	1,000	1,250
Unemployment Insurance	-	3,350	5,100
Workers' Compensation	31,691	25,000	26,900
Medicare	2,338	3,300	3,700
Pers	76,118	101,350	91,200
Pers Contributions (GASB 68)	40,943	42,800	42,800
Total Salaries/Benefits	380,940	461,100	489,900
Telephone/Internet Services	13,026	13,400	13,400
Office Supplies	214	300	300
Publications	-	250	250
Professional/Technical	72,573	76,150	81,050
Mileage Reimbursement	-	100	100
Conferences/Meetings	2,030	3,000	3,000
Memberships	3,332	8,100	8,100
Electricity	282,453	288,000	288,000
Natural Gas	102,528	100,000	100,000
Principal Payments	297,830	308,000	317,700
Interest Payments	253,557	334,350	324,450
Depreciation	305,404	350,000	350,000
Gasoline/Diesel Fuel	4,219	5,000	5,000
Uniforms	3,754	4,500	4,500
Operation Maint Supplies	119,096	137,300	137,300
Testing Services	45,958	48,650	48,650
Vehicle Maint Services	-	1,500	1,500
Operation Maint Services	80,291	125,000	125,000
Small Tools/Instruments	830	2,000	2,000
Ground/Purchased Water	2,591,892	4,398,800	4,390,400
Total Maint/Operations	4,178,987	6,204,400	6,200,700
Computer Equipment	21,614	-	12,000
Other Capital Equipment	77,438	-	85,000
Total Capital Outlay	99,052	-	97,000
- Division Total -	\$ 4,658,979	6,665,500	6,787,600

Professional/Technical

SCADA system maintenance	\$ 30,000
IBank annual fee (Well # 16)	20,100
IBank annual fee (Well # 15)	15,450
WaterTrax software license	11,000
Backflow software maintenance	4,500
	\$ 81,050

Conference/Meetings

Water certification education - state required

Memberships

Central Basin association dues

Principal Payments

I-Bank (Well 15)	\$ 160,500
I-Bank (Well 16)	157,200
	\$ 317,700

Interest Payments

I-Bank (Well 16)	\$ 189,650
I-Bank (Well 15)	134,800
	\$ 324,450

Operation Maintenance Supplies

Chemicals and misc parts for	
Well 13/Well 15 treatment plants	\$ 90,000
Chlorine, engine oil, fittings, misc parts	47,300
	\$ 137,300

Testing Services

State-mandated water sampling	\$ 34,650
Chemical / engineer testing	8,600
Groundwater testing	5,400
	\$ 48,650

Ground/Purchase Water

Imported water (2,000 AF @ \$1,302/AF)	\$ 2,604,000
Groundwater (3,500 AF @ \$398/AF)	1,393,000
Reclaimed water (350AF @ \$790/AF)	276,500
Capacity reservation charge	48,300
State Water Board permit fee	36,000
Water service charge	31,600
San District Sewer Surcharge	1,000
	\$ 4,390,400

Computer Equipment

SCADA upgrades

Other Capital Equipment

Valve maintenance trailer

Water Distribution

The Water Distribution Division maintains 126 miles of water lines which make up the City's water transmission and distribution system. This system carries water from the City wells and from the Metropolitan Water District connections to City residences and businesses.

Annually, the Division repairs approximately 150 system leaks, repairs and paints 1,000 fire hydrants, installs approximately 20 fire hydrants, paints all valve lids and air vacs and installs approximately 50 new water services. In addition, the Division opens and closes more than 1,000 main line valves once each year to ensure their free movement and opens the City's 1,000 fire hydrants once each year to remove sediment from the water lines.

The Division also tests fire hydrants for proper levels of fire flow and assists the County Fire Department and land developers with fire flow

Expenditure Summary

	Final FY 2021	Proposed FY 2022
Salaries and Benefits	\$ 785,100	\$ 709,650
Maintenance and Operations	1,378,150	1,391,150
Capital Outlay	-	-
Division Total	<u>\$ 2,163,250</u>	<u>2,100,800</u>

Position Summary

Full-Time Positions	Positions FY 2021	Positions FY 2022	Change + or (-)
Water Superintendent	1	1	-
Senior Water Operator	1	1	-
Water Operator	2	2	-
Total Full-Time Positions	<u>4</u>	<u>4</u>	<u>-</u>
Part-Time Positions	Hours FY 2021	Hours FY 2022	Change + or (-)
Water Operator Aide	1,300	1,300	-
Total Part-Time Hours	<u>1,300</u>	<u>1,300</u>	<u>-</u>

Water Distribution

Expenditure Detail

	Actual FY 2020	Final FY 2021	Proposed FY 2022
Regular Salaries	\$ 256,224	304,100	267,500
Part-Time Pay	15,497	19,300	20,700
Full-Time Overtime	26,870	35,400	35,000
Standby Overtime	31,005	30,000	30,000
Health Insurance	113,279	142,650	129,100
Life Insurance	583	600	600
Disability Insurance	1,480	1,600	1,650
Unemployment Insurance	-	5,550	7,100
Workers' Compensation	49,485	37,950	35,250
Medicare	3,463	4,600	5,150
Pers	121,215	143,350	117,600
Pers Contributions (GASB 68)	59,048	60,000	60,000
Total Salaries/Benefits	678,148	785,100	709,650
Office Supplies	194	200	200
Rent/Lease of Equipment	47,935	33,500	46,500
Conferences/Meetings	3,655	4,050	4,050
Depreciation	506,716	650,000	650,000
Gasoline/Diesel Fuel	7,468	8,500	8,500
Uniforms	3,062	5,500	5,500
Operation Maint Supplies	47,999	54,100	54,100
Vehicle Maint Services	-	5,500	5,500
Operation Maint Services	209,671	250,000	250,000
Small Tools/Instruments	508	1,800	1,800
Franchise Tax	377,211	365,000	365,000
Total Maint/Operations	1,204,419	1,378,150	1,391,150
- Division Total -	\$ 1,882,567	2,163,250	2,100,800

Conferences/Meetings

Water certification education - state required

Rent/Lease of Equipment

Combination trucks (2)	\$ 20,600
Pickup truck	13,000
Super duty truck	11,900
Miscellaneous rentals	1,000
	\$ 46,500

Operation Maintenance Supplies

Pipes, valves, fittings, backflow devices, asphalt, concrete

Operation Maintenance Services

Routine and emergency repairs	\$ 247,600
Underground services alert	2,400
	\$ 250,000

Water Customer Service

The Customer Service Division reads and maintains 7,500 water meters which record the amount of water each customer uses.

This year, over 42,900 water meter readings will be taken, approximately 500 meters will be replaced and more than 100 meters will be tested and repaired. Approximately 1,500 service connections and terminations will be made and more than 600 customer inquiries regarding service delivery will be handled.

In addition, the Customer Service Division assists the Water Production Division with the production of water, the maintenance of water wells and water connection valves and the monitoring of water quality.

Expenditure Summary

	Final FY 2021	Proposed FY 2022
Salaries and Benefits	\$ 191,500	204,350
Maintenance and Operations	104,400	104,400
Capital Outlay	-	-
Division Total	<u>\$ 295,900</u>	<u>308,750</u>

Position Summary

Full-Time Positions	Positions FY 2021	Positions FY 2022	Change + or (-)
Water Operator	2	2	-
Total Full-Time Positions	<u>2</u>	<u>2</u>	<u>-</u>
Part-Time Positions	Hours FY 2021	Hours FY 2022	Change + or (-)
None			

Water Customer Service

Expenditure Detail

	Actual FY 2020	Final FY 2021	Proposed FY 2022
Regular Salaries	\$ 94,063	90,900	101,300
Full-Time Overtime	77	-	-
Health Insurance	27,232	33,250	38,900
Life Insurance	185	200	250
Disability Insurance	235	400	650
Unemployment Insurance	-	1,350	2,050
Workers' Compensation	14,309	11,950	10,800
Medicare	1,320	1,300	1,500
Pers	37,971	42,150	38,900
Pers Contributions (GASB 68)	9,651	10,000	10,000
Total Salaries/Benefits	185,043	191,500	204,350
Printing/Reproduction	328	7,000	7,000
Office Supplies	45	100	100
Professional/Technical	5,550	5,550	5,550
Rent/Lease of Equipment	737	-	-
Mileage Reimbursement	-	50	50
Conferences/Meetings	-	2,000	2,000
Gasoline/Diesel Fuel	4,610	4,300	4,300
Uniforms	1,475	2,600	2,600
Operation Maint Supplies	55,821	80,000	80,000
Vehicle Maint Services	-	2,000	2,000
Small Tools/Instruments	-	800	800
Total Maint/Operations	68,566	104,400	104,400
- Division Total -	\$ 253,608	295,900	308,750

Printing/Reproduction

Door hangers

Professional/Technical

Water quality videos

Lease

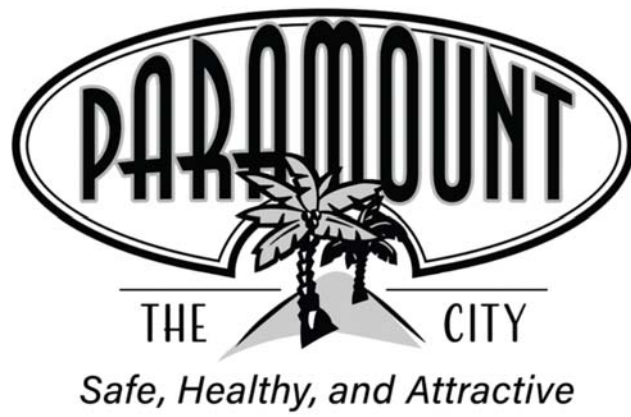
Truck lease

Conferences/Meetings

Water certification education - state required

Operation Maintenance Supplies

Meter boxes and vaults	\$ 25,000
500 small meter change-outs	25,000
5 large meter change-outs	20,000
Vault lids (replacement)	10,000
	\$ 80,000



CAPITAL IMPROVEMENT PROJECT DETAIL

This section contains details of the new and carryover Capital Improvement Projects for Fiscal Year 2022.

- Capital Improvement Project Summaries 140
- Proposed Capital Projects for FY 2022 142
- Carryover Capital Projects from FY 2021 147



Capital Improvement Project Summary by Funding

City of Paramount
Fiscal Year 2022

Funding Source	New Projects	Carry-Over Projects	Total Capital Improvements
Non-Restricted Funds	<u>2,578,100</u>	<u>-</u>	<u>2,578,100</u>
Restricted/Assigned Funds			
American Rescue Plan Act (ARPA)	650,000	-	650,000
AB2766	70,000	-	70,000
Capital Project Reserve	-	453,000	453,000
California Natural Resources Agency (CRNA)	-	2,872,350	2,872,350
Early Action Grant	-	4,800,000	4,800,000
Highway Bridge Repair	-	150,000	150,000
Highway Safety Improvement Program (HSIP)	581,900	-	581,900
Measure A	-	690,000	690,000
Measure M Transit Tax	250,000	958,500	1,208,500
Measure R Transit Tax	219,300	582,000	801,300
SB1 - Active Transportation (ATP)	-	170,000	170,000
SB1 - Road Mntc. & Repair Act (RMRA)	1,084,700	1,000,000	2,084,700
Proposition A Transit Tax	24,000	810,000	834,000
Proposition C Transit Tax	836,000	125,000	961,000
Proposition 68	178,000	-	178,000
Public Art Fee	200,000	49,000	249,000
Public Access Fee (PEG)	-	5,000	5,000
Subtotal - Restricted Funds	<u>4,093,900</u>	<u>12,664,850</u>	<u>16,758,750</u>
Paramount Municipal Water Fund	<u>100,000</u>	<u>2,670,000</u>	<u>2,770,000</u>
Total Expenditures - All Funds	<u><u>6,772,000</u></u>	<u><u>15,334,850</u></u>	<u><u>22,106,850</u></u>

Capital Improvement Project Summary by Type

City of Paramount
Fiscal Year 2022 Budget

Funding Source	Streets Sidewalks & Signals	Water	Park/ Landscape	Sustainability	Misc.	Total Capital Improvements
Non-Restricted Funds	605,000	-	1,340,000	77,000	556,100	2,578,100
Restricted Funds						
American Rescue Plan Act (ARPA)	-	-	250,000	200,000	200,000	650,000
AB2766	-	-	-	70,000	-	70,000
Capital Project Reserve	130,000	-	290,000	-	33,000	453,000
Calif. Natural Resources Agency (CNRA)	2,832,450	-	39,900	-	-	2,872,350
Early Action Grant	4,800,000	-	-	-	-	4,800,000
Highway Bridge Repair	150,000	-	-	-	-	150,000
Highway Safety Improvement Program (HSIP)	581,900	-	-	-	-	581,900
Measure A	-	-	690,000	-	-	690,000
Measure M Transit Tax	1,208,500	-	-	-	-	1,208,500
Measure R Transit Tax	801,300	-	-	-	-	801,300
SB1 - Active Transportation (ATP)	170,000	-	-	-	-	170,000
SB1 - Road Mntc. & Repair Act (RMRA)	2,084,700	-	-	-	-	2,084,700
Proposition A Transit Tax	810,000	-	-	-	24,000	834,000
Proposition C Transit Tax	961,000	-	-	-	-	961,000
Proposition 68	-	-	178,000	-	-	178,000
Public Access Fee (PEG)	-	-	-	-	5,000	5,000
Public Art Fee	-	-	150,000	-	99,000	249,000
Subtotal - Restricted Funds	14,529,850	-	1,597,900	270,000	361,000	16,758,750
Paramount Municipal Water Fund	-	2,770,000	-	-	-	2,770,000
Total Expenditures - All Funds	15,134,850	2,770,000	2,937,900	347,000	917,100	22,106,850

New Capital Improvement Projects

City of Paramount

Fiscal Year 2022

Project Name and Description	Estimated Cost	Funding Source	Estimated	
			Start Date	Completion Date
Streets, Sidewalks, and Signals				
1. <u>Arterial Street Resurfacing (9230)</u> Street rehabilitation of Downey Avenue from Alondra to Somerset.	\$ 1,086,000	Prop C 836,000 Meas M 250,000	July 2021	June 2022
2. <u>Neighborhood Street Resurfacing (9231)</u> Street rehabilitation of portions of Arthur, Laredo, McClure, Denver and Rose Streets.	1,304,000	RMRA 1,084,700 Meas R 219,300	July 2021	June 2022
3. <u>Traffic Signal Alondra/Passage (9232)</u> Installation of a traffic signal at Alondra and Passage.	331,900	HSIP	July 2021	March 2022
4. <u>Traffic Signal Garfield/70th (9233)</u> Installation of a traffic signal at Garfield and 70th.	175,000	Gen Fund	July 2021	June 2022
5. <u>City Entry Monument Signs (9234)</u> Continuation of the installation of entry monument signs on Somerset and Garfield.	105,000	Gen Fund	July 2021	Dec 2021
6. <u>Traffic Safety Improvements (9235)</u> Installation of traffic safety improvements at seven locations citywide.	250,000	HSIP	July 2021	June 2022
7. <u>Drought Tolerant Median Conversion (9236)</u> Conversion of planting material in the medians on Somerset Boulevard and Hunsaker/Myrrh.	325,000	Gen Fund	July 2021	Dec 2021
<hr/>				
Subtotal Streets, Sidewalks, and Signals	\$ 3,576,900			

New Capital Improvement Projects

City of Paramount

Fiscal Year 2022

Project Name and Description	Estimated Cost	Funding Source	Estimated	
			Start Date	Completion Date
Water Improvements				
8. <u>Installation of Services & Hydrants (9210)</u> Installation of new water services and fire hydrants as requested and funded by private development at various locations.	\$ 75,000	Water		On-going
9. <u>Annual Valve Replacement (9211)</u> Replacement of miscellaneous water valves at various locations.	25,000	Water		On-going
<hr/>				
Subtotal Water Improvements	<u>\$ 100,000</u>			
Park/Landscape Improvements				
10. <u>Sport Court Repairs (9250)</u> Resurfacing of sport courts and replacement of backboards at Progress, Village, Paramount and Spane Parks.	55,000	Gen Fund	Jan 2022	June 2022
11. <u>Village Park Outdoor Restroom Upgrades (9251)</u> Upgrades of facility fixtures, LED lighting and paint at Village Skate Park.	55,000	Gen Fund	July 2021	Dec 2021
12. <u>Progress Park Outdoor Restroom Upgrades (9252)</u> Upgrades of facility fixtures, LED lighting and paint at Progress Park.	55,000	Gen Fund	July 2021	Dec 2021
13. <u>Community Gardens Renovations (9253)</u> Installation of walking path, and new plot borders.	35,000	Gen Fund	July 2021	Dec 2021
14. <u>Paramount Park Playground (9254)</u> Installation of new signature playground at the front of Paramount Park.	200,000	Gen Fund	Jan 2022	June 2022
15. <u>Paramount Park Comm. Center Exterior Imp (9255)</u> Painting of fascia boards and installation of rain gutters.	10,000	Gen Fund	Jan 2022	June 2022

New Capital Improvement Projects

City of Paramount

Fiscal Year 2022

Project Name and Description	Estimated Cost	Funding Source	Estimated	
			Start Date	Completion Date
16. <u>Paramount Park Exterior Repainting (9256)</u> Repainting of the exterior buildings at Paramount Gymnasium and Pool.	50,000	Gen Fund	Jan 2022	June 2022
17. <u>Paramount Park Picnic Shelter Renovation (9257)</u> Replace stucco material on picnic shelter columns with stonework.	100,000	Gen Fund	Jan 2022	June 2022
18. <u>Dills Park Community Orchard (9258)</u> Installation of fencing, walk path, garden planters and fruit trees in the north grass area at Dills Park.	150,000	Gen Fund	Jan 2022	June 2022
19. <u>Dills Park Restroom (9259)</u> Addition of restroom facility at the north end of Dills Park.	300,000	Gen Fund	July 2021	June 2022
20. <u>Progress Park Exterior Art Installation and Lighting Upgrades (9260)</u> Installation of new art piece and focal landscape lighting in the entrance to Progress Plaza.	190,000	Gen Fund 40,000 Art 150,000	July 2021	Dec 2021
21. <u>Progress Park Picnic Shelter (9261)</u> Installation of picnic shelter at Progress Park for event rentals.	40,000	Gen Fund	July 2021	Dec 2021
22. <u>Snack Shack Renovations (9262)</u> Upgrades of existing snack shacks at Progress, Paramount and Alondra fields. Includes paint, flooring, cabinets and countertops.	40,000	Gen Fund	July 2021	Sep 2021
23. <u>Salud Park Walking Track Replacement (9263)</u> Replacement of walking track surfacing material.	185,000	Gen Fund	July 2021	Sep 2021
24. <u>Progress Plaza Exterior Design (9264)</u> Design costs for exterior improvements.	25,000	Gen Fund	July 2021	Sep 2021
25. <u>Gym Improvements (9265)</u> Interior building improvements.	178,000	Prop 68	July 2021	March 2022

New Capital Improvement Projects

City of Paramount

Fiscal Year 2022

Project Name and Description	Estimated Cost	Funding Source	Estimated	
			Start Date	Completion Date
26. <u>Paramount Park Ballfield Lighting (9266)</u> Installation of new energy efficient and app controlled ballfield lighting at Paramount Park.	250,000	ARP	Jan 2022	June 2022
Subtotal Park/Landscape Improvements	<u>\$ 1,918,000</u>			

Miscellaneous Improvements

27. <u>Yard Roof Replacement (9270)</u> Replacement of roofing at City Yard main building and secondary office building.	160,000	Gen Fund	July 2021	June 2022
28. <u>Neighborhood Enhancement Program-2022 (9271)</u> Construction of various neighborhood enhancement projects citywide.	50,000	Gen Fund		On-going
29. <u>Paramount Paints Program (9272)</u> Installation of murals and utility box painting citywide.	50,000	Art		On-going
30. <u>Bus Stop Trash Cans (9273)</u> Purchase and installation of 16 new trash cans for bus stop locations citywide.	24,000	Prop A	Jan 2022	March 2022
31. <u>Emergency Operations Equipment (9274)</u> Purchase of generators for Paramount Park emergency shelter locations and transfer switch installation at the Gym.	200,000	ARP	Jan 2022	June 2022
32. <u>Clearwater Restroom Fixtures Upgrade (9275)</u> Replace fixtures in all restrooms in the upstairs and downstairs restrooms.	46,100	Gen Fund	July 2021	Dec 2021
33. <u>Civic Center Fountain Upgrade (9276)</u> Construction of Civic Center fountain repairs and upgrades.	300,000	Gen Fund	July 2021	June 2022
Subtotal Miscellaneous Improvements	<u>\$ 830,100</u>			

New Capital Improvement Projects

City of Paramount

Fiscal Year 2022

Project Name and Description	Estimated Cost	Funding Source	Estimated	
			Start Date	Completion Date
Sustainability Projects				
34. <u>EV Charging Stations (9290)</u> Installation of 2 EV charging units at Paramount Park Community Center.	70,000	AQMD	July 2021	June 2022
35. <u>Solar Power Storage at City Yard (9291)</u> Installation of solar power storage at City Yard facility.	77,000	Gen Fund	July 2021	June 2022
36. <u>Paramount Park Interior/Exterior LED Lighting (9292)</u> Paramount Park interior and exterior lighting LED retrofit. (SoCal Ren Program)	50,000	ARP	Jan 2022	June 2022
37. <u>City Hall LED Retrofit Lighting (9293)</u> LED retrofit lighting at City Hall.	65,000	ARP	Jan 2022	June 2022
38. <u>HVAC Upgrades - Paramount Gym (9294)</u> Replacement of condensing units at Paramount Park Gymnasium.	85,000	ARP	Jan 2022	June 2022
<hr/>				
Subtotal Miscellaneous Improvements	<u>\$ 347,000</u>			
Total New Capital Improvement Projects - FY 2022	<u>\$ 6,772,000</u>			

Carryover Capital Improvement Projects

City of Paramount

Fiscal Year 2022

Project Name and Description	Estimated	Estimated	Funding	Estimated	
	Expenditures as of 6/30/21	Carry-Over Expenditure		Start Date	Completion Date
Streets, Sidewalks, and Signals					
39. <u>Rosecrans Bridge Repair (9833)</u> Received a Highway Bridge Repairs Grant for design costs for the repair of Rosecrans Bridge. City match is \$65,750.	\$ 273,450	\$ 385,000	Prop C 35,000 EA 200,000 HBR 150,000	Mar 2020	June 2022
40. <u>WSAB Bikeway Phase 2 (9932)</u> Extension of the bike path from Somerset to Rosecrans per ATP grant application.	211,500	383,500	Meas M 213,500 SB1-ATP 170,000	Mar 2020	June 2022
41. <u>Neighborhood Street Resurfacing (9131)</u> Street resurfacing on various neighborhood streets. Includes 1st, 2nd, Colorado, Century Pearle, Howe and Orange.	188,000	2,132,000	Meas R 382,000 Meas M 550,000 RMRA 1,000,000 Downey 200,000	Aug 2020	Jan 2022
42. <u>WSAB Bikeway Phase 4 (9132)</u> Design and construction of the 4th phase of the bike trail project from Garfield to the LA River trail.	100,000	3,027,450	Meas M 195,000 CNRA 2,832,450	Mar 2020	June 2022
43. <u>Civic Center Monument Sign (9134)</u> Replacement of monument signs at entrance to Civic Center.	20,000	60,000	Gen Fund	Mar 2020	Sep 2022
44. <u>Bus Shelters (9135)</u> Installation of bus shelters around the City.	530,000	810,000	Prop A	Mar 2020	Jan 2022
45. <u>Alondra Blvd. Widening (9136)</u> Design for the widening of Alondra Boulevard.	-	4,600,000	EA	Mar 2020	Jun 2024
46. <u>Vermont Street Improvement (9137)</u> Installation of traffic calming measures for Vermont Avenue.	-	90,000	Prop C	Mar 2020	Jan 2022
47. <u>Drought Tolerant Median Conversion (9138)</u> Drought tolerant conversion of Orange Avenue median.	-	70,000	Gen Fund	Mar 2020	Sep 2021
Subtotal Streets, Sidewalks, and Signals	\$ 1,322,950	\$ 11,557,950			

Carryover Capital Improvement Projects

City of Paramount

Fiscal Year 2022

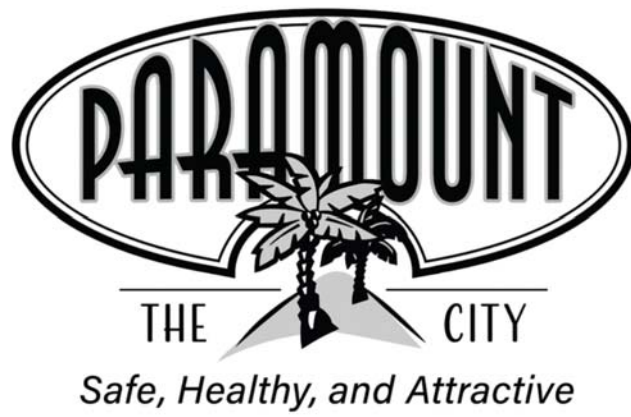
Project Name and Description	Estimated Expenditures as of 6/30/21	Estimated Carry-Over Expenditure	Funding Source	Estimated	
				Start Date	Completion Date
Water Improvements					
48. <u>Well #16 Design/Construction (9116)</u> Drilling and construction of new drinking water well at the northwest corner of Garfield and Jackson.	\$ 4,642,350	\$ 2,580,000	Water 410,000 I-Bank 2,170,000	Apr 2015	Dec 2021
49. <u>Well #15 VFD Installation (9112)</u> Installation of a Variable Frequency Drive at Well # 15.	-	90,000	Water	Jan 2022	June 2022
<hr/>					
Subtotal Water Improvements	<u>\$ 4,642,350</u>	<u>\$ 2,670,000</u>			
Park/Landscape Improvements					
50. <u>Paramount Park Pool Replaster (9051)</u> Replaster of the pool, pool deck replacement and lighting repairs.	\$ 65,100	\$ 947,900	Meas A 690,000 CNRA 39,900 Gen Fund 218,000	May 2020	Mar 2022
51. <u>Progress Plaza Facility Improvements (9053)</u> Various building improvements to the interior of Progress Plaza. Includes modernization of building elements as well as energy efficiency upgrades.	422,900	60,000	Gen Fund	May 2020	Aug 2021
52. <u>Dills Park Informational Sign Replacement (9151)</u> Replacement of informational sign at Dills Park.	4,000	12,000	Gen Fund	April 2020	Sep 2021
<hr/>					
Subtotal Park/Landscape Improvements	<u>\$ 492,000</u>	<u>\$ 1,019,900</u>			
Miscellaneous Improvements					
53. <u>Civic Center Fountain Design (9073)</u> Design cost for Civic Center fountain replacement.	\$ 10,000	\$ 20,000	Gen Fund	July 2020	Dec 2021
54. <u>Mariposa/Progress Plaza Carpet Repl (9077)</u> Replacement of the carpet at Mariposa Center and Progress Plaza.	-	13,000	Gen Fund	May 2020	Aug 2021

Carryover Capital Improvement Projects

City of Paramount

Fiscal Year 2022

Project Name and Description	Estimated Expenditures as of 6/30/21	Estimated Carry-Over Expenditure	Funding Source	Estimated	
				Start Date	Completion Date
55. <u>Progress Plaza A/V Improvement (9175)</u> Progress Plaza audio/visual system upgrade.	85,150	5,000	PEG	May 2020	Aug 2021
56. <u>Sculpture - 5-Female Council (9177)</u> Sculpture to commemorate the 19th Amendment of the United States Constitution.	45,000	49,000	Art	May 2020	Dec 2021
Subtotal Miscellaneous Improvements	<u>\$ 140,150</u>	<u>\$ 87,000</u>			
Total Carryover Capital Improvement Projects - FY 2022	<u>\$ 6,597,450</u>	<u>\$ 15,334,850</u>			
Total Capital Improvement Projects		<u><u>\$ 22,106,850</u></u>			



SUCCESSOR AGENCY

The Successor Agency for the Paramount Redevelopment Agency is required to make payments for enforceable obligations, maintain reserves in the amount required by outstanding redevelopment bond issues, remit unencumbered fund balances to the County Auditor-Controller, dispose of assets and properties belonging to the former redevelopment agency, enforce all former redevelopment agency rights, effectuate the transfer of housing functions and assets, wind down the affairs of the former redevelopment agency, continue to oversee the development of properties, prepare an administrative budget, and prepare a Recognized Obligation Payment Schedule prior to each six month period.

The following page summarizes the revenues and expenditures for Fiscal Year 2022.

Revenue Budget

Successor Agency for the Paramount Redevelopment Agency
Fiscal Year 2022 Budget

		Actual FY 2020	Approved Budget FY 2021	Final Budget FY 2021	Proposed Budget FY 2022
Revenues:					
Redevelopment Property Tax Trust Fund	\$	5,967,048	5,948,800	6,108,000	5,948,800
Investment Earnings		39,899	30,000	30,000	30,000
Other Revenue		-	-	-	-
Total Revenues		<u>6,006,947</u>	<u>5,978,800</u>	<u>6,138,000</u>	<u>5,978,800</u>
Other Sources					
Loan Repayments		-	-	-	-
Bond Proceeds		-	-	-	-
Total Other Sources		<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total Revenues and Other Sources	\$	<u><u>6,006,947</u></u>	<u><u>5,978,800</u></u>	<u><u>6,138,000</u></u>	<u><u>5,978,800</u></u>

Expense Budget

Successor Agency for the Paramount Redevelopment Agency
Fiscal Year 2022 Budget

		Actual FY 2020	Approved Budget FY 2021	Final Budget FY 2021	Proposed Budget FY 2022
Expenses:					
Administration	\$	250,000	250,000	250,000	100,000
Bond Payments and Fees		5,164,324	5,178,800	5,178,800	5,179,300
Depreciation		203,013	209,250	209,250	201,600
Other Enforceable Obligations		500,000	500,000	500,000	500,000
Total Expenses		<u>6,117,337</u>	<u>6,138,050</u>	<u>6,138,050</u>	<u>5,980,900</u>
Other Uses:					
Return of Available Balance		-	-	-	-
Total Other Uses		<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total Expenses and Other Uses	\$	<u><u>6,117,337</u></u>	<u><u>6,138,050</u></u>	<u><u>6,138,050</u></u>	<u><u>5,980,900</u></u>

HOUSING AUTHORITY

The Paramount Housing Authority, a separate and distinct legal entity from the City government, has been designated as the Affordable Housing Successor for the former Paramount Redevelopment Agency.

The following page summarizes the revenues and expenditures for Fiscal Year 2022.

The Paramount Housing Authority was established in December of 1984 pursuant to Section 34200 et seq., of the Health and Safety Code of the State of California. The primary purpose of the Housing Authority is to help provide affordable housing assistance to low and moderate income persons.

Sources and Uses of Funds

Paramount Housing Authority Fiscal Year 2022 Budget

	Actual Revenue/ Expenditures FY 2020	Approved Budget FY 2021	Final Budget FY 2021	Proposed Budget FY 2022
Beginning Available Fund Balance*	407,434	798,575	385,475	385,075
Revenues:				
Sponsoring Agency Loan Repayment	-	-	-	-
Administrative Fee	-	-	-	-
Total Revenues	-	-	-	-
Other Sources:				
Rent	5,947	1,500	9,600	9,600
Total Other Sources	5,947	1,500	9,600	9,600
Estimated Funds Available	413,381	800,075	395,075	394,675
Expenditures:				
Professional/Technical Services	27,906	10,000	10,000	10,000
Property Development (16305 Hunsaker)	-	300,000	-	-
Senior Housing Project (Paramount/70th)	-	400,000	-	300,000
Total Expenditures	27,906	710,000	10,000	310,000
Ending Fund Balance*	385,475	90,075	385,075	84,675

*Fund balance excludes the following:

Notes Receivables	\$ 431,603
Property: 16305 Hunsaker	\$ 412,498
Residential Rehab Loan Receivable	\$ 35,690