

AGENDA

**TEHACHAPI CITY COUNCIL SPECIAL MEETING,
TEHACHAPI REDEVELOPMENT SUCCESSOR AGENCY SPECIAL MEETING,
TEHACHAPI PUBLIC FINANCING AUTHORITY SPECIAL MEETING, AND
TEHACHAPI CITY FINANCING CORPORATION SPECIAL MEETING**

**WELLS EDUCATION CENTER
300 SOUTH ROBINSON STREET
MONDAY, JUNE 23, 2014 – 6:00 P.M.**

Persons desiring disability-related accommodations should contact the City Clerk no later than ten days prior to the need for the accommodation. A copy of any writing that is a public record relating to an open session of this meeting is available at City Hall, 115 South Robinson Street, Tehachapi, California.

CALL TO ORDER

ROLL CALL

PLEDGE TO FLAG

AUDIENCE COMMUNICATIONS

This portion of the meeting is reserved for persons to address the Council/Board members on items on the agenda.

BUSINESS

CITY ENGINEER REPORTS

1. Notice of Completion for the Tehachapi Police Department Project – **APPROVE THE NOTICE OF COMPLETION FOR THE TEHACHAPI POLICE DEPARTMENT PROJECT AND DIRECT STAFF TO RECORD SAME**

CITY MANAGER/FINANCE DIRECTOR REPORTS

2. Presentation on the five-year budget for Fiscal-Years 2014/15 through 2018/19 – **ADOPT THE PROPOSED RESOLUTION APPROVING AND ADOPTING THE CITY OF TEHACHAPI'S BUDGET FOR THE FISCAL YEAR 2014/15 AND PRELIMINARY BUDGET FOR FISCAL YEARS 2015/16, 2016/17, 2017/18 AND 2018/19**
3. Appropriation Limit for the fiscal year 2014/15 – **ADOPT A RESOLUTION ESTABLISHING AN APPROPRIATION LIMIT FOR THE FISCAL YEAR 2014/15**

4. Employees' contribution rate change for California Public Employees' Retirement System – **ADOPT THE PROPOSED RESOLUTIONS LOWERING THE EMPLOYER PAID MEMBER CONTRIBUTIONS FOR MISCELLANEOUS AND PUBLIC SAFETY EMPLOYEES'**

5. Salary Plan for each position classification in City service as required by CalPERS - **ADOPT A RESOLUTION ESTABLISHING THE SALARY PLAN FOR EACH POSITION CLASSIFICATION IN CITY SERVICE AND REPEALING RESOLUTION NO. 14-01**

CLOSED SESSION

1. Conference with real property negotiator (City Manager) regarding first right of refusal of Airport property described as Hangar 14E, per Government Code Section 54956.8.

ADJOURNMENT



COUNCIL REPORTS

APPROVED
DEPARTMENT HEAD: <i>JJS</i>
CITY MANAGER: <i>[Signature]</i>

MEETING DATE: JUNE 23, 2014 AGENDA SECTION: CITY ENGINEER

TO: HONORABLE MAYOR SMITH AND COUNCIL MEMBERS

FROM: JOHN (JAY) SCHLOSSER, P.E., CITY ENGINEER

DATE: JUNE 18, 2014

SUBJECT: TEHACHAPI POLICE DEPARTMENT – NOTICE OF COMPLETION

BACKGROUND

As the Council will recall, the City of Tehachapi entered into a contract with Aspen Builders Incorporated for the construction of the Tehachapi Police Department. Following a walk-through by City Staff, it has been determined that all contract items have been completed. At this time, a Notice of Completion must be filed in order to close the contract.

RECOMMENDATION

APPROVE THE NOTICE OF COMPLETION FOR THE TEHACHAPI POLICE DEPARTMENT AND DIRECT STAFF TO RECORD SAME.

RECORDING REQUESTED BY AND
FOR THE BENEFIT OF AND
WHEN RECORDED MAIL TO:

City Clerk's Office
CITY OF TEHACHAPI
115 South Robinson Street
Tehachapi, CA 93561

SPACE ABOVE THIS LINE FOR RECORDER'S USE

Recording Fee \$ None

NOTICE OF COMPLETION

This is to certify that the Contract entered into on the 25th day of June 2013, by and between the City of Tehachapi, the Owner, and Aspen Builders Incorporated, the Contractor, for all work necessary to complete the Tehachapi Police Department, located at 220 West "C" Street, Tehachapi, CA 93561, has been completed in accordance with the requirements of the plans and specifications and contract documents, and I hereby acknowledge the full completion and acceptance on the 16th day of June 2014, on behalf of the Owner.

By _____
Greg Garrett, City Manager

Greg Garrett, being duly sworn, says: That he is the City Manager and Authorized Agent of the City of Tehachapi, the City that executed the foregoing Notice as the Owner of the Property herein described; that he makes this verification on behalf of the City; and that he has read said Notice and knows the contents thereof, and that the facts there instated are true.

State of California
County of Kern

Subscribed and sworn to (or affirmed)
before me on this ____ day of
_____, 2013, by

(1) _____,
proved to me on the basis of satisfactory
evidence to be the person who
appeared before me.

Signature _____

Place Notary Seal Above



June 23, 2014

To the City Council and the City of Tehachapi:

As the City Manager of this great City, I am pleased to present this budget for Fiscal Years 2014/15 through 2018/19. This year's budget is balanced again, as it has been since the beginning of my tenure here. That stability is made possible by the sustained commitment of our City Staff to provide high quality services as efficiently as possible. As evidence of that commitment, each of our City executive team members have joined me in signing this letter.

In the coming years, we also pledge to continue delivering balanced budgets without sacrificing our existing level of services. In fact, we only plan to improve our service quality through additional efficiency projects, creative solutions to problems, and by encouraging additional investment in our City. We will continue delivering projects throughout the City that enhance our quality of life and attractiveness to residents, employers, and visitors as well.

Additionally, we pledge to do all of this great work in a transparent way. Our doors, our meetings, and our books are open. For years, we've encouraged community involvement in our decision making processes and we continue to do so today. If you have questions, ideas, or comments about how to make Tehachapi an even better place to live, we welcome them.

Thank you to the community and to the City Council for your continued support of what we do. While 100% agreement on how to tackle the issues facing the City of Tehachapi is rare, what we can all agree on is that Tehachapi remains a premier place to live in Kern County. I can assure you that I and our City Staff will work hard every day to make sure it stays that way.

Sincerely,

Greg Garrett
City Manager

Chris Kirk
Assistant City Manager

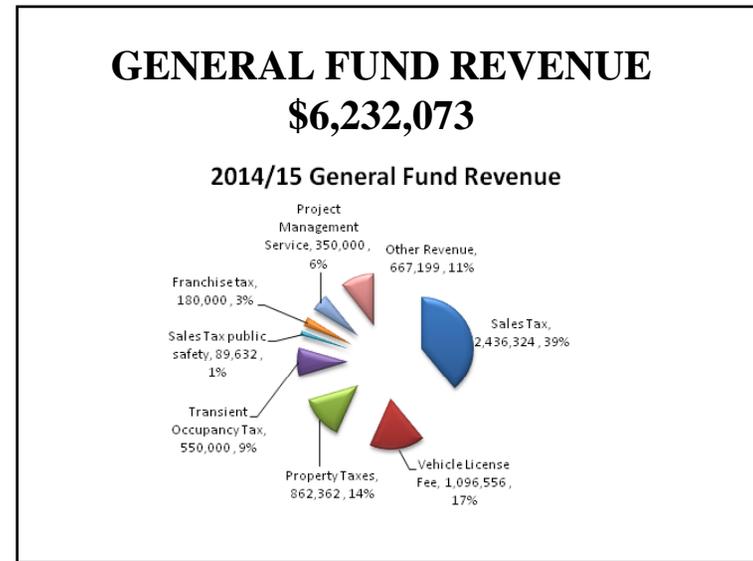
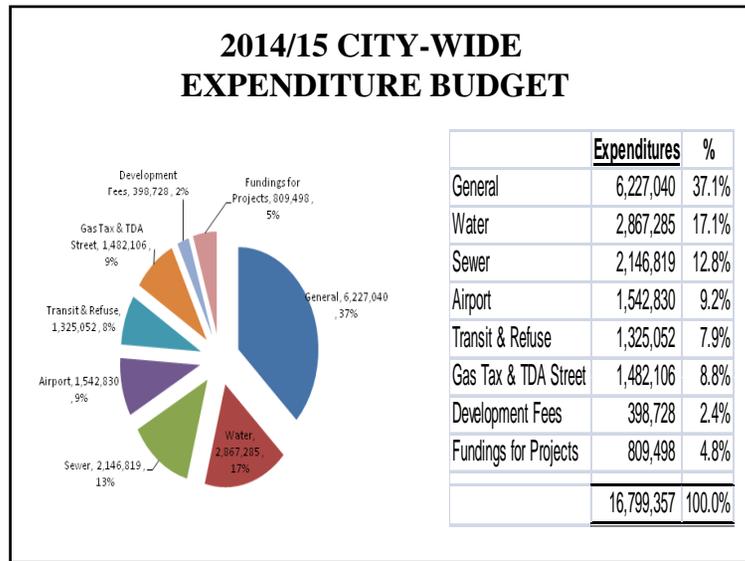
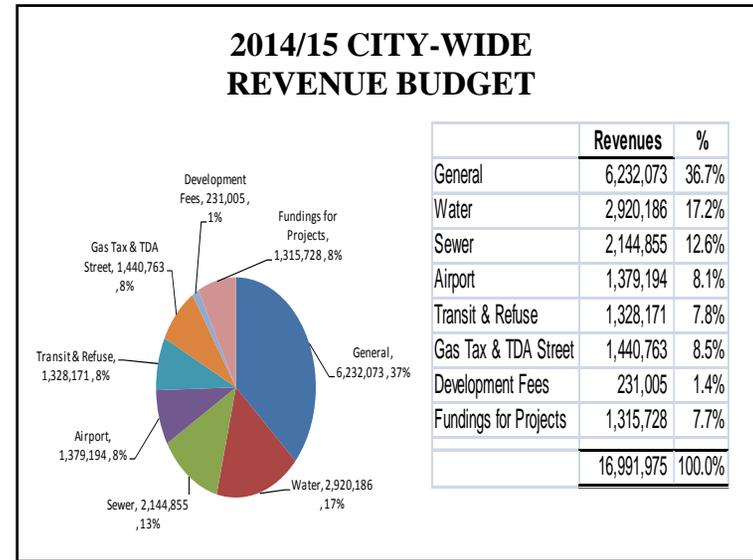
Hannah Chung
Finance Director

Jeff Kermode
Chief of Police

Jon Curry
Public Works Director

CITY OF TEHACHAPI FIVE YEAR BUDGET PRESENTATION General Fund

2014/2015 – 2018/2019
June 23, 2014



GENERAL FUND REVENUE

Top 10 Revenue Sources 2014/15

Rank	Revenue	Description	% to Total
1	2,436,324	Sales Tax	41.3%
2	1,096,556	Vehicle License Fee	18.6%
3	862,362	Property Taxes	14.6%
4	550,000	Transient Occupancy Tax	9.3%
5	350,000	Project Management Servi	5.9%
6	180,000	Franchise tax	3.0%
7	150,000	Constuction Service	2.5%
8	107,111	Business License	1.8%
9	89,632	Sales Tax public safety	1.5%
10	80,000	Landscape Service	1.4%
5,901,985			100.0%

GENERAL FUND REVENUE

List of Other Revenues

Construction Service Fee	150,000
Business License Tax	107,111
Landscape Service Fee	80,000
Service/Admin Charge	70,000
Plan Check Fee	48,000
Misc. Revenue	45,000
Building Permit	30,000
Interest Income	25,000
Court Fines Chp	24,000
Grant - Police	20,000
Planning Application Fee	20,000
Passport Processing Revenue	15,000
Traffic Safety	12,000
POST Training Reimb-Police	5,000
Misc. Permit Fee	5,000
City employee Labor Reim	3,000
Encroachment Permit Fee	3,000
Property Lease Revenue	2,338
Parking Citation Revenue	1,000
Parking Bail	1,000
Record Retention Fee-C.Clerk	550
Maps/Copies-Planning	200
667,199	

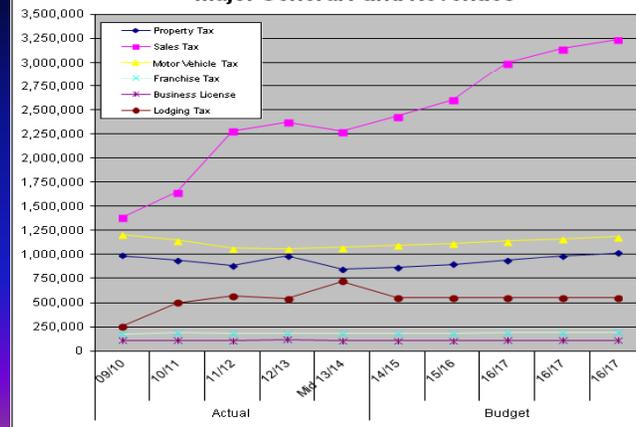
GENERAL FUND REVENUE

Major Revenues 2014/15 vs. 2013/14

Rank	Revenue	Description	% to Total
1	2,436,324	Sales Tax	39.1%
2	1,096,556	Vehicle License Fee	17.6%
3	862,362	Property Taxes	13.8%
4	550,000	Transient Occupancy Tax	8.8%
5	350,000	Project Management Service	5.6%
6	180,000	Franchise tax	2.9%
7	150,000	Constuction Service	2.4%
8	107,111	Business License	1.7%
9	89,632	Sales Tax public safety	1.4%
10	80,000	Landscape Service	1.3%
5,901,985			94.7%

GENERAL FUND REVENUE

Major General Fund Revenues



GENERAL FUND REVENUE

- 2014/15 Property Tax Revenue: \$862,362
 - 1.6% Increase from 2013/14
 - 12.6% Decrease from 2012/13
 - Anticipated Average Annual Growth (5 year): 3.7%



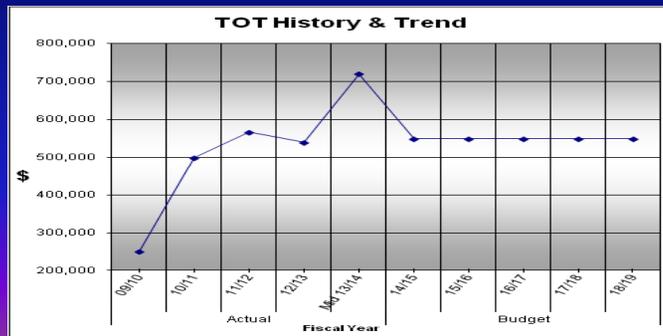
GENERAL FUND REVENUE

- 2014/15 Sales Tax Revenue: \$2,436,324
 - 4.5% Increase from 2013/14
 - 2.4% Increase from 2012/13
 - Anticipated Average Annual Growth (5 year): 6.9%



GENERAL FUND REVENUE

- 2014/15 Transient Occupancy Tax: \$550,000
 - 23.6% Decrease from 2013/14
 - 1.7% Increase from 2012/13
 - Anticipated Average Annual Growth (5 year): -4.7%

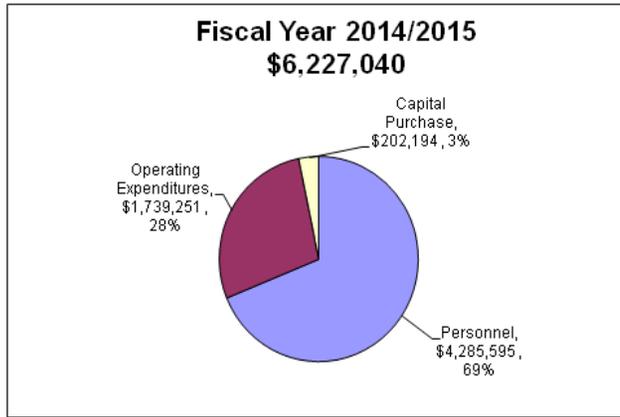


GENERAL FUND REVENUE

- 2014/15 Vehicle License Fee: \$1,096,556
 - 2.0% Increase from 2013/14
 - 3.2% Increase from 2012/13
 - Anticipated Average Annual Growth (5 year): 2.0%



GENERAL FUND EXPENDITURE



GENERAL FUND EXPENDITURE 2014/15

- Zero Cost of Living Increase (City-Wide)
- 1.5% Employee Portion of Employer Paid Retirement Contribution Decrease
- \$35,000 Animal Control
- \$20,000 July 4th Fireworks
- \$66,000 Community Promotion (includes Cost for July 4th Hot Dog Festival)
- \$82,730 Fire Service Contract
- \$53,500 CCI Labor

GENERAL FUND EXPENDITURE Continues

- \$62,200 Two Police Vehicles
- \$20,000 Sidewalk Improvement
- \$30,000 Public Works - Air Compressor and Misc. Machines
- \$77,000 Server, Hardware/Software & Workstations (City-wide)
- \$10,200 Facility Lease To Store Public Records

GENERAL FUND EXPENDITURE Overhead Allocation

Allocations From:	14/15	15/16	16/17	17/18	18/19
General Government	(178,495)	(160,683)	(134,059)	(141,555)	(147,666)
Finance	(49,804)	(45,138)	(37,955)	(40,592)	(42,344)
IT	(73,322)	(60,411)	(46,553)	(54,733)	(57,979)
Council	(14,338)	(15,615)	(13,028)	(13,756)	(14,350)
City Clerk	(9,145)	(3,582)	(2,988)	(3,155)	(3,291)
Treasurer	(2,417)	(3,723)	(3,106)	(3,280)	(3,421)
	(327,521)	(289,152)	(237,690)	(257,070)	(269,052)

GENERAL FUND BUDGET SUMMARY

	Actual		BUDGET				
	2012/13	Mid 2013/14	2014/15	2015/16	2016/17	2017/18	2018/19
BEGINNING EQUITY 7/1	\$6,885,965	\$8,164,816	\$7,254,195	\$7,259,228	\$7,194,185	\$7,225,502	\$7,275,679
REVENUES:							
Property Tax - Sec/Unsec	986,320	848,670	862,362	896,844	939,406	984,211	1,015,173
Fire Protection (Prop. Tax)	0	0	0	0	0	0	0
Sales Tax	1,758,927	1,707,704	1,827,243	1,955,150	2,248,423	2,360,844	2,431,669
In Lieu Sales Tax - Triple Flip	618,866	622,826	609,081	651,717	749,474	786,948	810,556
TOT	540,619	720,000	550,000	550,000	550,000	550,000	550,000
Motor Vehicle	1,062,973	1,075,065	1,096,556	1,118,487	1,140,857	1,163,674	1,186,948
Loan Proceeds	0	0	0	0	0	0	0
Service Revenue	487,939	353,322	583,000	583,000	583,000	583,000	583,000
Other Taxes/ Revenues	1,636,595	1,105,204	703,831	610,214	626,761	640,476	661,362
Total Revenue	7,092,239	6,432,781	6,232,073	6,365,413	6,837,922	7,069,153	7,238,709
EXPENDITURES:							
Personnel	3,590,065	4,089,677	4,285,595	4,544,252	4,861,238	5,098,856	5,324,461
Operating Expenditures	2,082,302	3,312,611	2,066,771	2,001,561	1,967,762	1,961,897	1,981,740
Overhead Allocation	(228,798)	(264,798)	(327,521)	(289,152)	(237,690)	(257,070)	(269,052)
Debt Service	0	0	0	0	0	0	0
Capital Purchase	369,821	206,911	202,194	173,794	215,294	215,294	173,794
Total Expenditure	5,813,391	7,343,401	6,227,040	6,430,456	6,806,605	7,018,977	7,210,944
Adjustment to Prior Year / Reserve							
REVENUE vs. EXPENSES	1,278,848	(910,621)	5,033	(65,043)	31,317	50,177	27,765
Committed Fund Balance Reserve							
To Correct actual - S/B Fd447							
Ending Equity 6/30	8,164,814	7,254,195	7,259,228	7,194,185	7,225,502	7,275,679	7,303,444
CASH FLOW ANALYSIS							
Beginning Fund Equity	8,164,816	7,254,195	7,259,228	7,194,185	7,225,502	7,275,679	7,275,679
Less: Restricted - CFD 89-1 Settlement							
Less: Community Development Fund Balance Merge							
Revenues	6,432,781	6,232,073	6,365,413	6,837,922	7,069,153	7,238,709	
Less: Net Expenditures	(7,343,401)	(6,227,040)	(6,430,456)	(6,806,605)	(7,018,977)	(7,210,944)	
Less: Advances & Reserve ***	(4,116,887)	(4,193,071)	(4,381,529)	(4,361,619)	(4,429,765)	(4,656,031)	
CASH BALANCE	3,137,308	3,066,157	2,812,656	2,863,883	2,845,914	2,647,413	

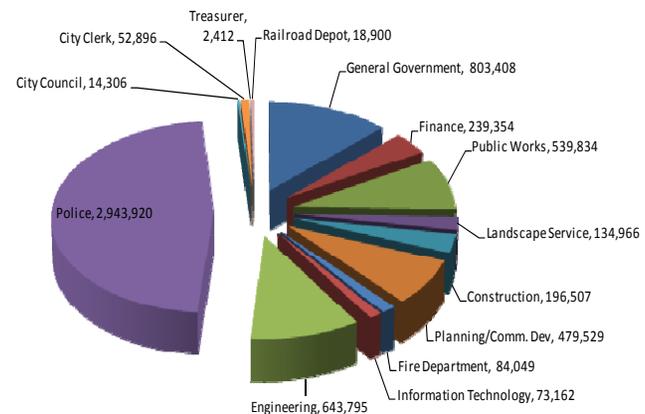
GENERAL FUND BUDGET SUMMARY RESERVES / LOANS TO OTHER FUNDS

	2012/13	Mid 2013/14	2014/15	2015/16	2016/17	2017/18	2018/19
*** Advances, Loans and Restricted:	BALANCE						
Reserves							
Committed Fund Balance Reserve	809,629						
Airport	1,093,039	174,672	163,636	370,198	61,830	149,886	242,106
AD 89-2 Admin Cost	132,393	30,000	10,000	10,000	10,000	10,000	10,000
AD 89-3 East Teha Blvd	26,878	30,000	5,000	10,000	10,000	10,000	10,000
LLDs	137,272	100,000	100,000	100,000	100,000	100,000	100,000
Water Fund	714,100	(100,000)	(100,000)	(200,000)	(100,000)	(100,000)	(114,100)
Transit Fund	118,125						
Project Funds	1,030,772	(597,225)					
RDA Successor Agency	764,867	(344,155)	(100,712)	(100,000)	(100,000)	(100,000)	(20,000)
Prepaid Expenses	(1,740)	(1,740)	(1,740)	(1,740)	(1,740)	(1,740)	(1,740)
Total Advance to Other Funds	4,825,335	(708,448)	76,184	188,458	(19,910)	68,146	226,266

GENERAL FUND EXPENDITURE BY DEPARTMENT

GENERAL FUND	A M O U N T					P E R C E N T A G E				
	14/15	15/16	Budget 16/17	17/18	18/19	14/15	15/16	Budget 16/17	17/18	18/19
TOTAL										
010 General Government	803,408	776,987	823,477	833,960	846,977	12.9%	12.1%	12.1%	11.9%	11.7%
015 Finance	239,354	227,002	243,110	249,749	256,717	3.8%	3.5%	3.6%	3.6%	3.6%
030 Public Works	539,834	551,157	687,425	697,225	671,589	8.7%	8.6%	10.1%	9.9%	9.3%
035 Landscape Service	134,966	144,325	150,876	155,517	159,528	2.2%	2.2%	2.2%	2.2%	2.2%
040 Construction	196,507	204,436	214,571	224,349	232,916	3.2%	3.2%	3.2%	3.2%	3.2%
050 Planning/Comm. Dev	479,529	552,717	522,568	536,856	553,343	7.7%	8.6%	7.7%	7.6%	7.7%
060 Fire Department	84,049	88,599	93,399	98,463	103,806	1.3%	1.4%	1.4%	1.4%	1.4%
070 Information Technology	73,162	50,404	55,801	59,234	57,750	1.2%	0.8%	0.8%	0.8%	0.8%
080 Engineering	643,795	661,447	715,266	760,367	819,956	10.3%	10.3%	10.5%	10.8%	11.4%
100 Police	2,943,920	3,101,213	3,218,749	3,323,509	3,423,798	47.3%	48.2%	47.3%	47.4%	47.5%
110 City Council	14,306	13,029	15,616	14,888	14,294	0.2%	0.2%	0.2%	0.2%	0.2%
120 City Clerk	52,896	37,134	43,124	42,412	47,962	0.8%	0.6%	0.6%	0.6%	0.7%
130 Treasurer	2,412	3,106	3,723	3,549	3,408	0.0%	0.0%	0.1%	0.1%	0.0%
140 Railroad Depot	18,900	18,900	18,900	18,900	18,900	0.3%	0.3%	0.3%	0.3%	0.3%
GEN. FUND TOTAL	6,227,040	6,430,456	6,806,605	7,018,977	7,210,944	100.0%	100.0%	100.0%	100.0%	100.0%

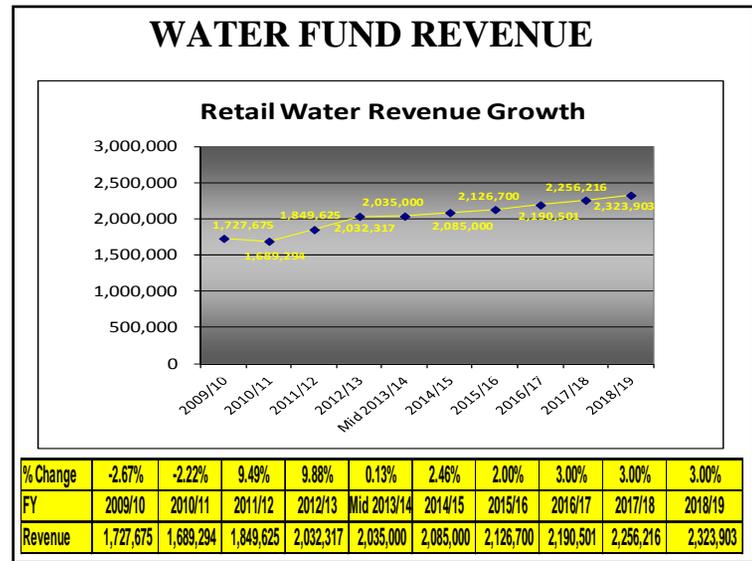
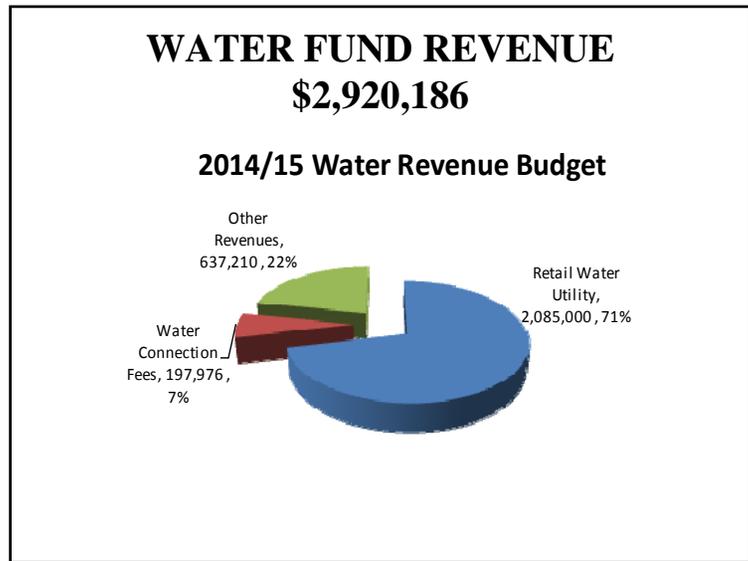
GENERAL FUND EXPENDITURES by Dept. (2014/15)

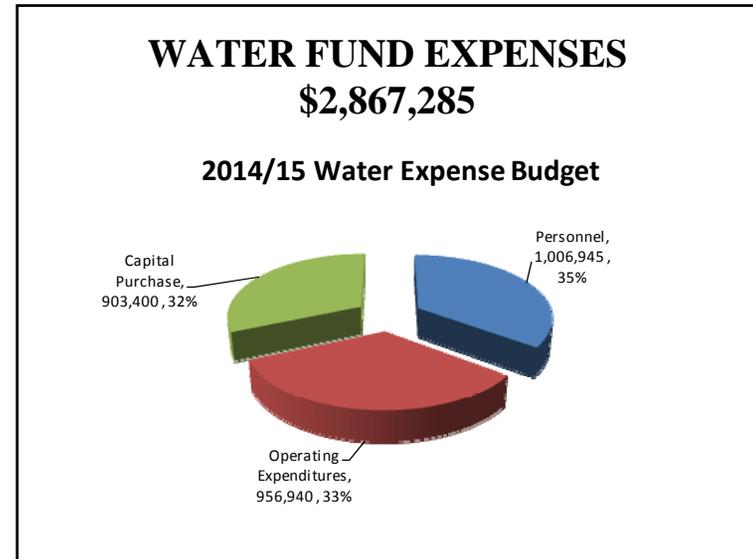
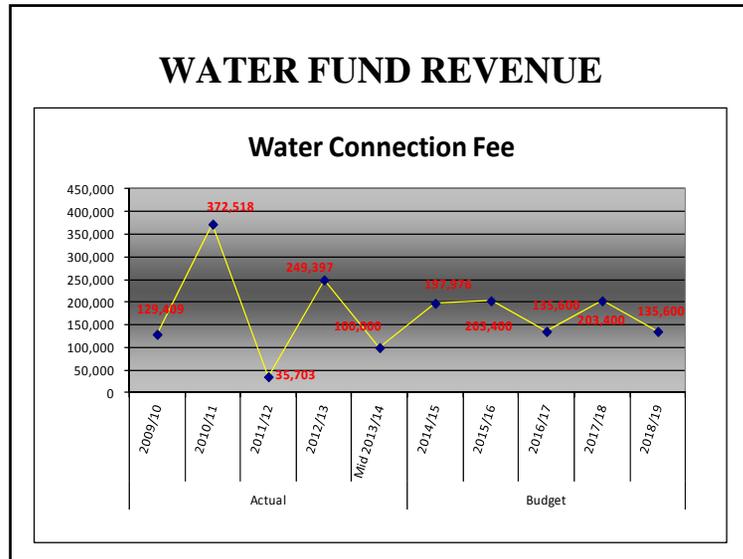


CITY OF TEHACHAPI
Enterprise Fund
2014/2015 – 2018/2019
FIVE YEAR BUDGET
PRESENTATION
 June 23, 2014

WATER FUND REVENUE
2014/15

- Water Connection Fee based on 29.2 EDU (\$6,780 per EDU) ~ \$197,976
 – EDU = Equivalent Dwelling Unit
- 2% Water Utility Revenue Increase
 – (No customer rate increase in 2014/15)





- ### WATER FUND EXPENSES
- Five Years
 - Water Purchase (TCCWD) \$500,000
 - Water Banking / Water Right Lease \$105,000
 - Radio Read Meters \$150,000
 - Structure Improvement, including Process Water Project & PRV Replacement, etc) \$275,000
 - Water Lines / Supply Improvement \$1,150,000
 - Vehicle Replacements, Pump & Motor Rehab \$307,400

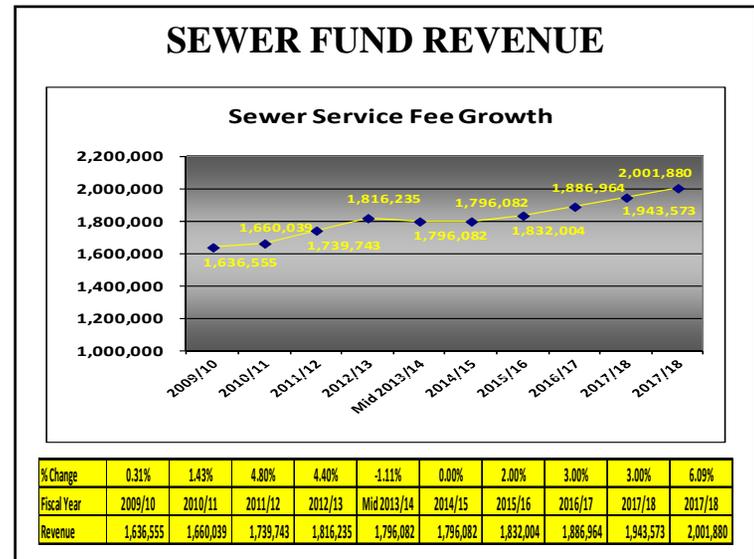
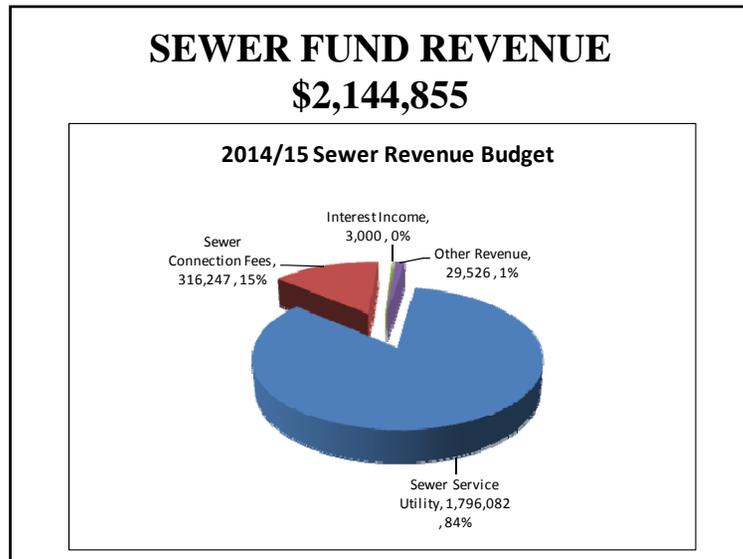
- ### WATER FUND EXPENSES
- 2014 / 2015
 - Snyder Well Intertie \$550,000
 - Process Water Improvement (50% Water, 50% Sewer) \$80,000
 - A Vehicle Replacement, Pump, Motor Rehab, Street Plates, Welding Stands, Portable Generator \$70,000
 - PRV Replacement \$25,000

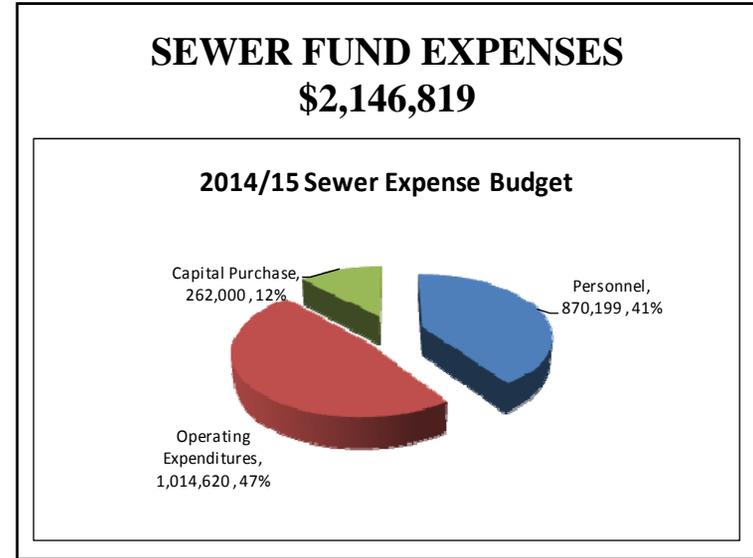
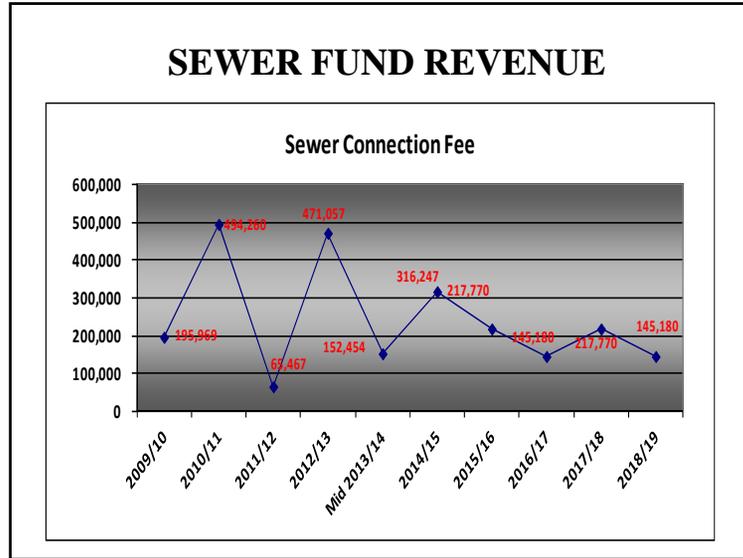
WATER FUND SUMMARY

	ACTUAL		BUDGET				
	2012/13	Mid 2013/14	2014/15	2015/16	2016/17	2017/18	2018/19
REVENUES:							
Retail Water Utility	2,032,317	2,035,000	2,085,000	2,126,700	2,190,501	2,256,216	2,323,903
Water Connection Fees	249,397	100,000	197,976	203,400	135,600	203,400	135,600
Bond/Loan/Operating Transfer In	0	0	0	0	0	0	0
Interest Income	5,777	1,000	0	0	0	0	0
Other Revenues	106,958	281,635	637,210	77,360	77,360	77,360	77,360
Total Revenue	2,394,449	2,417,635	2,920,186	2,407,460	2,403,461	2,536,976	2,536,863
EXPENDITURES:							
Personnel	852,338	914,766	1,006,945	1,055,655	1,116,898	1,170,910	1,220,479
Operating Expenditures	682,105	943,695	956,940	826,699	761,945	819,407	836,131
Depreciation	246,865	0	0	0	0	0	0
Capital Purchase	103,091	317,598	903,400	410,000	420,000	390,000	390,000
Total Expenditure	1,884,398	2,176,059	2,867,285	2,292,355	2,298,843	2,380,317	2,446,610
Revenue vs. Expense	510,051	241,576	52,901	115,105	104,618	156,659	90,253
Beginning Unrestricted Cash		508,228	749,804	802,705	917,811	1,022,429	1,179,088
Revenue		2,417,635	2,920,186	2,407,460	2,403,461	2,536,976	2,536,863
Expenses		(2,176,059)	(2,867,285)	(2,292,355)	(2,298,843)	(2,380,317)	(2,446,610)
Ending Cash & A/R Balance - Cumulative Total		749,804	802,705	917,811	1,022,429	1,179,088	1,269,341

SEWER FUND REVENUE 2014/15

- Sewer Connection Fee based on 42.8 EDU (\$7,260 per EDU) ~ \$310,685
- EDU = Equivalent Dwelling Unit
- 0% Sewer Service Revenue Increase
- (No customer rate increase in 2014/15)





- ### SEWER FUND EXPENSES
- Five Years
 - Root Control \$150,000
 - Process Water Project, Headworks Screw Recoat, Clarifier Rebuild \$360,000
 - Other Improvements, Unanticipated \$150,000
 - UTV for Treatment Plant, SCADA Spare Parts, ½ Ton Pick up Truck & New Backhoe \$240,000

- ### SEWER FUND EXPENSES
- 2014 / 2015
 - Process Water Improvement (50% Water, 50% Sewer) \$80,000
 - Headworks Screw Re-coat \$60,000
 - Root Control \$30,000
 - Misc. Improvement (for Unanticipated Project) \$30,000
 - SCADA Spare Parts \$15,000
 - UTV for Treatment Plant \$7,500

SEWER FUND SUMMARY

	ACTUAL		BUDGET				
	2012/13	Mid 2013/14	2014/15	2015/16	2016/17	2017/18	2018/19
REVENUES:							
Sewer Service Utility	1,816,235	1,796,082	1,796,082	1,832,004	1,886,964	1,943,573	2,001,880
Sewer Connection Fees	471,057	152,454	316,247	217,770	145,180	217,770	145,180
Bond/Loan Proceeds	0	0	0	0	0	0	0
Interest Income	12,657	10,000	3,000	4,000	5,000	5,000	6,000
Other Revenue	314,697	63,016	29,526	29,526	29,526	29,526	29,526
Total Revenue	2,614,646	2,021,552	2,144,855	2,083,299	2,066,670	2,195,868	2,182,586
EXPENDITURES:							
Personnel	804,590	835,039	870,199	915,449	968,312	1,013,627	1,056,398
Operating Expenditures	604,292	1,241,625	1,014,620	876,457	830,375	1,123,042	1,151,974
Depreciation	454,021	0	0	0	0	0	0
Capital Purchase	54,261	250,272	262,000	233,000	161,000	241,000	161,000
Total Expenditure	1,917,164	2,326,935	2,146,819	2,024,906	1,959,687	2,377,668	2,369,372
Operating Surplus(Deficit)	697,482	(305,383)	(1,964)	58,394	106,983	(181,800)	(186,786)
Beginning Unrestricted Cash & Accounts R	4,045,029		3,739,646	3,737,682	3,796,076	3,903,058	3,721,258
Revenue	2,021,552		2,144,855	2,083,299	2,066,670	2,195,868	2,182,586
Expenses	(2,326,935)		(2,146,819)	(2,024,906)	(1,959,687)	(2,377,668)	(2,369,372)
Ending Cash & A/R Balance - Cumulati	3,739,646		3,737,682	3,796,076	3,903,058	3,721,258	3,534,472

AIRPORT FUND

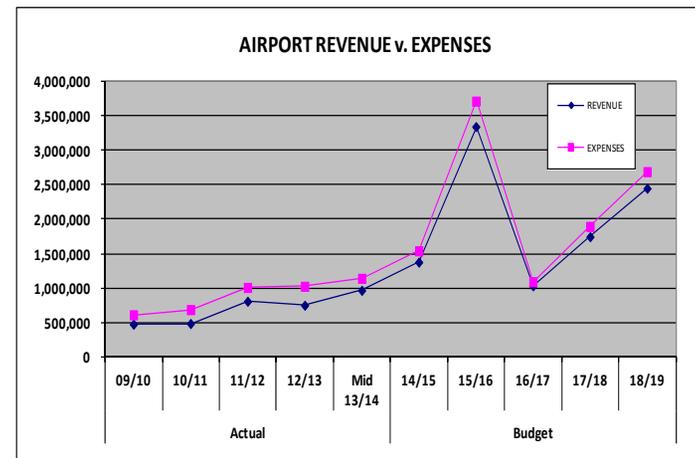
- Anticipated Average Annual Operating Revenue Growth in Next 5 Years: 2.8%
- Anticipated Average Annual Operating Expense Growth in Next 5 Years: 7.2%
- FAA Grant Project – Taxi way, Apron Rehabilitation and Drainage \$3,094,000 (14/15 & 15/16)
- FAA Grant Project – Land Acquisition for possible future Airfield Improvement \$200,000 (16/17)

AIRPORT FUND

Continues

- FAA Grant Project – Runway Rehabilitation \$900,000 (17/18)
- FAA Grant Project – Terminal/Transient Apron Rehabilitation \$1,600,000 (18/19)
- 2014 Dodge 1500 pick up \$35,360 (14/15) 50% to be paid by DMV grant program

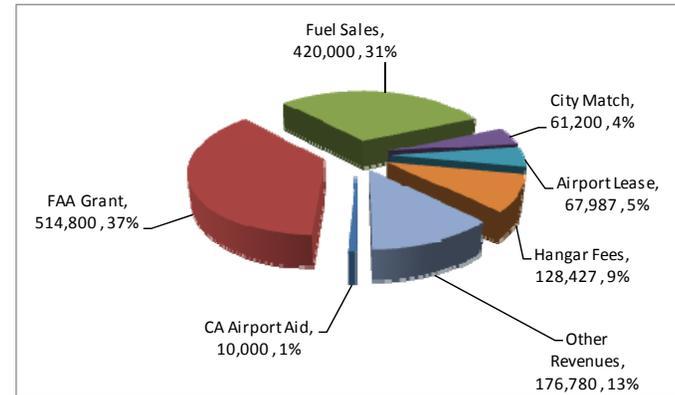
AIRPORT OPERATIONS FUND



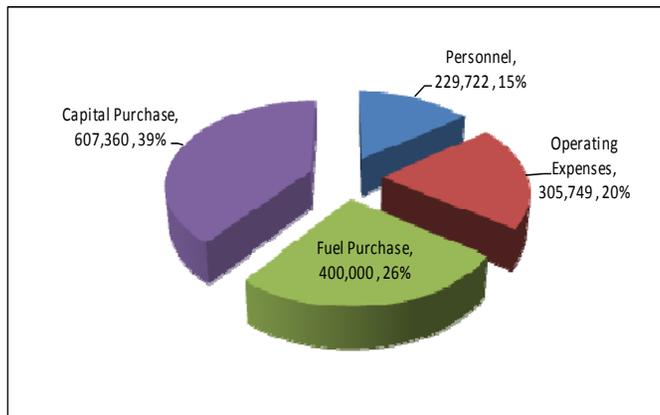
AIRPORT FUND SUMMARY

	ACTUAL		2014/15	2015/16	BUDGET		
	2012/13	Mid 2013/14			2016/17	2017/18	2018/19
REVENUES:							
CA Airport Aid	10,000	10,000	10,000	10,000	10,000	10,000	10,000
FAA Grant	0	180,000	514,800	2,269,800	180,000	810,000	1,440,000
State Grant	0	0	0	0	0	0	0
Fuel Sales	392,056	420,000	420,000	440,000	440,000	440,000	440,000
City Match	71,500	38,236	61,200	254,200	22,000	92,000	162,000
Airport Lease	63,127	66,007	67,987	70,026	70,026	72,127	72,127
Hangar Fees	101,016	120,098	128,427	138,552	148,980	159,721	159,721
Other Revenues	115,664	134,659	176,780	161,100	163,100	163,100	165,100
Total Revenue	753,363	969,000	1,379,194	3,343,678	1,034,106	1,746,948	2,448,948
EXPENDITURES:							
Personnel	247,687	223,718	229,722	243,109	255,635	267,570	277,804
Operating Expenses	307,195	283,303	305,749	548,767	238,301	327,263	411,250
Fuel Purchase	366,370	394,800	400,000	400,000	400,000	400,000	400,000
Depreciation	137,627	No Budget					
Capital Purchase	(30,278)	241,851	607,360	2,522,000	202,000	902,000	1,602,000
Total Expenditure	1,028,602	1,143,671	1,542,830	3,713,876	1,095,936	1,896,834	2,691,054
Surplus/(deficit)	(275,238)	(174,672)	(163,636)	(370,198)	(61,830)	(149,886)	(242,106)
Beginning Cash - Projected *		(1,106,621)	(1,281,293)	(1,444,929)	(1,815,127)	(1,876,957)	(2,026,843)
Add: Revenue		969,000	1,379,194	3,343,678	1,034,106	1,746,948	2,448,948
Less: Expenses		(1,143,671)	(1,542,830)	(3,713,876)	(1,095,936)	(1,896,834)	(2,691,054)
Ending Cash - Projected *		(1,281,293)	(1,444,929)	(1,815,127)	(1,876,957)	(2,026,843)	(2,268,949)

AIRPORT FUND REVENUE 2014/15: \$1,379,194



AIRPORT FUND EXPENSE 2014/15: \$1,542,830



REFUSE FUND SUMMARY

	Actual		2014/15	2015/16	BUDGET		
	2012/13	Mid 2013/14			2016/17	2017/18	2018/19
REVENUES:							
Refuse Collection Fees	855,171	865,000	865,000	885,269	906,012	927,242	948,969
Recycling Fees	183,209	184,500	184,500	188,823	193,248	197,776	202,410
Penalties / NSF checks	15,708	12,000	12,000	12,000	12,000	12,000	12,000
Other Revenue	930	76,112	75,688	77,462	79,277	81,134	83,035
Total Revenue	1,055,018	1,137,612	1,137,188	1,163,553	1,190,537	1,218,152	1,246,415
EXPENDITURES:							
Personnel	60,479	66,297	65,667	69,296	73,465	77,366	81,568
Refuse Payment to Benz	784,730	808,775	808,775	827,726	847,122	866,971	887,286
Recycle Payment to Benz	170,721	172,508	172,508	176,550	180,687	184,920	189,254
Operating Expenditures	9,397	88,492	88,888	89,919	92,339	94,243	96,373
Capital Purchase	0	0	0	0	0	0	0
Total Expenditure	1,025,327	1,136,071	1,135,938	1,163,491	1,193,612	1,223,500	1,254,482
Revenue vs. Expense	29,691	1,541	1,250	63	(3,076)	(5,348)	(8,067)
Beginning Cash - Projected *		53,851	55,392	56,642	56,705	53,629	48,281
Add: Revenue		1,137,612	1,137,188	1,163,553	1,190,537	1,218,152	1,246,415
Less: Expenses		(1,136,071)	(1,135,938)	(1,163,491)	(1,193,612)	(1,223,500)	(1,254,482)
Ending Cash - Projected *		55,392	56,642	56,705	53,629	48,281	40,215

TRANSIT FUND SUMMARY

	Actual		BUDGET				
	2012/13	Mid 2013/14	2014/15	2015/16	2016/17	2017/18	2018/19
REVENUES:							
FTA Revenue-section 18	30,330	53,736	33,000	33,000	33,000	33,000	33,000
Transit Operating Assistnt	0	0	0	0	0	0	0
Passenger Fares	4,302	3,812	3,500	3,500	3,500	3,500	3,500
Transit Article 4	117,410	147,980	154,483	157,631	166,398	173,985	181,840
Transit Article 6.5	0	0	0	0	0	0	0
Other Revenues	0	0	0	0	0	0	0
Total Revenue	152,042	205,528	190,983	194,131	202,898	210,485	218,340
EXPENDITURES:							
Personnel	29,350	30,476	28,289	29,528	30,862	32,061	33,331
Operating Expenses	142,292	154,816	160,825	164,603	172,036	178,424	185,010
Capital Purchase	0	0	0	0	0	0	0
Total Expenses	171,642	185,292	189,114	194,131	202,898	210,485	218,340
Surplus/(deficit)	(19,600)	20,236	1,869	0	0	0	0
Beginning Fund Balance		(22,105)	(1,869)	0	0	0	0
Current Yr Revenue		205,528	190,983	194,131	202,898	210,485	218,340
Current Yr Expenses		(185,292)	(189,114)	(194,131)	(202,898)	(210,485)	(218,340)
Ending Fund Balance		(1,869)	0	0	0	0	0

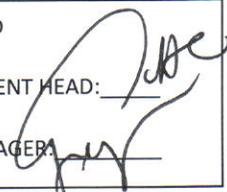
CAPITAL PROJECT BUDGET

Fund No.	Fund Description	Project Cost					Revenue Budget (5Yr)			
		14/15	15/16	16/17	17/18	18/19	5-Yr Total	Grants	Fees/Matching	Other Revenue
121	Gas Tax Fund	711,054	719,734	775,022	737,517	781,371	3,724,698			3,646,256
122	Streets and Road Funds	771,052	746,141	452,125	428,110	428,094	2,825,522			2,630,258
128	Parks & Rec. Capital Project Fund	0	50,000	0	0	50,000	100,000		103,102	
129	Facilities Impact Fee	0	0	0	0	0	0		457,731	
226-004	TDA Bike Safety	1,000	1,000	1,000	1,000	1,000	5,000	5,000		
226-005	TDA Bike Rack	1,000	1,000	1,000	1,000	1,000	5,000	5,000		
228	Traffic Signals - Regional	0	0	0	0	0	0		278,712	
229	Traffic Signals - Local	0	0	0	0	0	396,728		0	
319	Challenger Drive Ext	359,332	0	0	0	0	359,332	100,000	396,728	
321	SAFE Route to School Grant Project	334,365	0	0	0	0	334,365	325,000	40,000	
333	ATPs	454,000	1,540,000	590,000	0	0	2,584,000	0	2,584,000	
Fund Transfers Between Funds		(698,325)	(379,519)	(379,519)	(379,519)	(379,519)	(2,276,411)	0	0	(2,216,401)
		\$2,330,206	\$2,678,355	\$1,438,628	\$ 788,108	\$ 881,946	\$ 8,118,244	\$ 435,000	\$ 3,860,273	\$ 4,060,112

LANDSCAPING LIGHTING DISTRICTS

	2014 / 2015							
	Heritage Oaks	Clear View	Autumn Hills	Alta Homes	Gerald Jorgensen	Orchard Glen	Mill Street Cottages	Tehachapi Blvd
	601 (6062)	602 (6212)	603 (6215)	604 (6216)	605 (6248)	606 (5812)	608 (6360)	615 (11353)
REVENUES:								
Property Tax - LLD	25,439	16,597	29,036	93,360	0	84,630	4,777	3,727
Interest Income	0	420	0	476	155	0	0	24
Other Revenues	0	0	0	0	0	0	0	0
Total Revenue	25,439	17,018	29,036	93,836	155	84,630	4,777	3,751
EXPENDITURES:								
Personnel	0	0	0	0	0	0	0	0
Admin. Charges	2,820	2,079	3,529	10,329	0	9,168	394	425
Landscape Maintenance	18,450	7,000	19,000	92,000	0	47,500	3,200	2,379
Other Operating Charges	28,696	6,900	16,000	22,143	0	37,462	4,408	3,561
Capital Purchase	0	0	0	0	0	0	0	0
Total Expenditure	49,966	15,979	38,529	124,471	0	94,130	8,002	6,366
Surplus/(deficit)	(24,527)	1,038	(9,493)	(30,635)	155	(9,500)	(3,225)	(2,615)
Beginning Fund Balance	(32,188)	139,829	(77,789)	9,025	36,087	(24,433)	(32,257)	(1,435)
Add: Revenue (+)	25,439	17,018	29,036	93,836	155	84,630	4,777	3,751
Less: Expense (-)	(49,966)	(15,979)	(38,529)	(124,471)	0	(94,130)	(8,002)	(6,366)
Ending Fund Balance	(56,715)	140,867	(87,282)	(21,611)	36,242	(33,932)	(35,482)	(4,050)



APPROVED	
DEPARTMENT HEAD:	_____
CITY MANAGER:	_____

COUNCIL REPORTS

MEETING DATE: JUNE 23, 2014

AGENDA SECTION: FINANCE

TO: HONORABLE MAYOR SMITH AND COUNCIL MEMBERS

FROM: HANNAH CHUNG, FINANCE DIRECTOR

DATE: JUNE 18, 2014

SUBJECT: APPROPRIATION LIMIT FOR THE FISCAL YEAR 2014/15

BACKGROUND

In November 1979 the voter of the State of California approved Proposition 4, commonly known as "appropriations limit" or "Gann limit". The proposition created Article XIII B of the State Constitution, a law that requires the state and local governments to adopt an annual appropriation limit. The appropriation limit establishes a limit on the proceeds of taxes that may be appropriated for spending in a given fiscal year.

In June 1990, Proposition 111 was passed modifying Proposition 4. Two of the provisions included in Proposition 111 were to provide for an option for local government to select from adjustment factors that would allow them to be more responsive to local growth and to require an annual review of the appropriation limit calculations. The adjustment factors can be based on either the growth in California per capita income (Per Capita Income) or the growth in non-residential assessed valuation due to new construction within the City (New Construction Rate). The adjustment factor for population can be based on either a population growth rate in Tehachapi or Kern County.

The limit is based on actual appropriations from fiscal year 1978/79 and it is increased each year by population and economic growth factors. The calculation includes only revenues that are classified as proceeds from taxes and allows for certain exclusions including transfers, capital outlays, payment for debt services, appropriations supported by increased gas taxes, appropriations required to comply with mandates of the courts or federal government, such as FLSA overtime or payment of FICA/Medicare Tax.

When the limit is exceeded, Proposition 4 requires the surplus to be returned to taxpayers within two years. Appropriations in the two-year period can be averaged before becoming subject to excess revenue provisions of the Gann limit.

The appropriation limit calculation for the fiscal year 2014/15 is derived from the percentage change in Per Capita Income and the population rate change in **Kern County**. The percentage change in California Per Capita Income was -0.23% (negative) and the population rate changes for the Kern County was 1.42%.

The calculated appropriations limit for the City of Tehachapi for the Fiscal Year 2014-2015 is \$10,457,971.

FISCAL IMPACT

No fiscal impact unless appropriations from tax proceeds exceed the limit.

RECOMMENDATION

Staff recommends council adopt the resolution establishing an appropriation limit for the fiscal year 2014/15.

RESOLUTION NO.

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
TEHACHAPI ESTABLISHING AN APPROPRIATIONS LIMIT
PURSUANT TO ARTICLE XIII B OF THE CALIFORNIA
CONSTITUTION AND REPEALING RESOLUTION NO. 22-13**

WHEREAS, Article XIII B of the California Constitution provides that the total annual appropriations subject to limitation for each governmental entity, including this City, shall not exceed the appropriations limit of such entity of government for the prior year, as adjusted for changes in the California per capita income or assessment roll for new non-residential construction and population, except as otherwise provided for in said Article XIII B and implementing State statutes; and

WHEREAS, pursuant to Section 7910 of the California Government Code, "Each year the governing body of each local jurisdiction shall, by resolution, establish its appropriations limit and make other necessary determinations for the following fiscal year pursuant to Article XIII B at a regularly scheduled meeting or noticed special meeting"; and

WHEREAS, the City's appropriations limit was last established by Resolution No. 22-13 on June 3, 2013; and

WHEREAS, since the data necessary to calculate the increase in non-residential assessed valuation is generally not available from County assessors' office, there is the possible need to adjust the limit once the assessment data is available; and

WHEREAS, the appropriations limit for the City of Tehachapi has been calculated and determined, on a provisional basis, using the per capita income and population factors, for the Fiscal Year 2014-2015 to be \$ 10,457,971; and

WHEREAS, the documentation and calculations necessary to arrive at said limitation amount have heretofore been available for public inspection for the required fifteen (15) days.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Tehachapi as follows:

SECTION 1. That an appropriations limit in the amount of \$10,457,971 is hereby established for Fiscal Year 2014-2015.

SECTION 2. That all supporting documentation used in the determination of said appropriations limit be made available at the Tehachapi City Hall during normal business hours for inspection by the public.

SECTION 3. That Resolution No. 22-13 is hereby repealed in its entirety.

PASSED AND ADOPTED by the City Council of the City of Tehachapi at a regular meeting this 23rd day of June, 2014 by the following vote:

AYES: _____

NOES: _____

ABSENT: _____

ABSTAIN: _____

PHIL SMITH, Mayor of the
City of Tehachapi, California

ATTEST:

DENISE JONES, CMC
Deputy City Clerk of the City of Tehachapi, California

I hereby certify that the foregoing Resolution was duly and regularly adopted by the City Council of the City of Tehachapi at a regular meeting thereof held on June 23, 2014.

DENISE JONES, CMC
Deputy City Clerk of the City of Tehachapi, California

PUBLIC NOTICE

May 6, 2014

APPROPRIATION LIMITATION FOR 2014 – 2015

California per capita personal income change times population change converted to a ratio:

$$(0.9977 \times 1.0142) = 1.0118673$$

The 2013 - 2014 limitation times ratio of change:

$$(\$10,335,319 \times 1.0118673) = \$10,457,971$$

(1) **Price Factor:**

Article XIII B specifies that local jurisdictions select their cost of living factor to compute their appropriation limit by a vote of their governing body. Local jurisdictions may select either the percentage change in California per capita personal income or the percentage change in the local assessment roll due to the addition of local non-residential new construction. The percentage change used in setting the 2014-2015 limit is:

California per capita personal income: -0.23% change

(2) **Population Factor:**

The population percentage change was prepared pursuant to Sections 2227 and 2228 of the Revenue and Taxation Code and is calculated as of January 1. The change from January 1, 2013, to January 1, 2014 is used in setting the 2014-2015 appropriation limit. Section 7901 of the Government Code allows "A city or special district may choose to use the change in population within its jurisdiction or within the county in which it is located".

State of California - Department of Finance

Population (Kern County) 1-1-2013: 835,408

Population (Kern County) 1-1-2014: 847,269 1.42% Change



APPROVED
 DEPARTMENT HEAD: _____
 CITY MANAGER: _____

COUNCIL REPORTS

MEETING DATE: JUNE 23, 2014 AGENDA SECTION: CITY MANAGER

TO: HONORABLE MAYOR SMITH AND COUNCIL MEMBERS

FROM: GREG GARRETT, CITY MANAGER

DATE: May 27, 2014

SUBJECT: Employees' Contribution Rate Change for California Public Employees' Retirement System

BACKGROUND

As Council is aware, in 1994/95, 1999/2000, 2000/01 and 2001/02 the City began gradually paying the employees' portion of retirement contributions to CalPERS. This was provided to employees during these years in exchange for not receiving an annual cost of living increase. At that time, there were no safety category employees and there were far fewer employees. The gradual increases in the City's contribution toward the employee's portion of retirement contributions for the miscellaneous category are shown below:

Fiscal Year	Amount or % Paid by the City	Annual Increase	Resolution
1994/1995	\$70	\$70	30-94
1999/2000	1.7%	1.7% of Wage minus \$70	11-99
2000/2001	4.0%	2.3%	23-99
2001/2002	7.0%	3.0%	23-99

From July 11, 2012, employees began paying a portion of the member contributions. Employees will gradually increase their contribution amount until the full employee's share of contributions is being paid as shown below:

Fiscal Year	Miscellaneous		Police	
	Contribution Rates	Additional Rates	Contribution Rates	Additional Rates
2012/13	2.0%	2.0%	2.5%	2.5%
2013/14	3.5%	1.5%	4.0%	1.5%
2014/15	5.0%	1.5%	5.5%	1.5%
2015/16	6.0%	1.0%	7.0%	1.5%
2016/17	7.0%	1.0%	9.0%	2.0%

As shown in the table, miscellaneous and police safety category employees will pay 5% and 5.5% PERS member contribution rate in fiscal year 2014/15 respectively (effective first pay period in July). However, any new employee, hired after 11/25/12 will pay full member contribution rates, 7% for miscellaneous category and 9% for the police safety category.

OPTIONS

1. Approve staff's recommendation.
2. Modify staff's recommendation.
3. Keep the current contribution arrangement in place.

RECOMMENDATION

ADOPT RESOLUTIONS LOWERING THE EMPLOYER PAID MEMBER CONTRIBUTIONS FOR MISCELLANEOUS AND PUBLIC SAFETY EMPLOYEE

RESOLUTION NO. _____

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
TEHACHAPI AUTHORIZING EMPLOYER PAID MEMBER
CONTRIBUTIONS FOR EMPLOYEES OF THE MISCELLANEOUS
PLAN**

WHEREAS, the governing body of the City of Tehachapi has the authority to implement Government Code Section 20691; and

WHEREAS, the governing body of the City of Tehachapi has a written labor policy or agreement which specifically provides for the normal member contributions to be paid by the employer; and

WHEREAS, one of the steps in the procedures to implement Section 20691 is the adoption by the governing body of the City of Tehachapi of a Resolution to commence said Employer Paid Member Contributions (EPMC); and

WHEREAS, the governing body of the City of Tehachapi has identified the following conditions for the purpose of its election to pay EPMC:

- (a) This benefit shall apply to all employees of the Miscellaneous Plan.
- (b) This benefit shall consist of paying 2% of the normal member contributions as EPMC.
- (c) The effective date of this Resolution shall be June 26, 2014.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Tehachapi as follows:

1. That the foregoing recitals are true and correct.
2. That the City Council hereby elects to pay the Employer Paid Member Contributions as set forth above.

PASSED AND ADOPTED on the 23rd day of June, 2014 at a regular meeting of the City Council of the City of Tehachapi by the following vote:

AYES: COUNCIL MEMBERS: _____

NOES: COUNCIL MEMBERS: _____

ABSTAIN: COUNCIL MEMBERS: _____

ABSENT: COUNCIL MEMBERS: _____

PHIL SMITH, Mayor, City of
Tehachapi, California

ATTEST:

DENISE JONES, CMC, City Clerk,
City of Tehachapi, California

I hereby certify that the foregoing resolution was duly and regularly adopted by the City Council of the City of Tehachapi at a regular meeting thereof held on June 23, 2014.

Denise Jones, CMC
City Clerk, City of Tehachapi, California

RESOLUTION NO. _____

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
TEHACHAPI AUTHORIZING EMPLOYER PAID MEMBER
CONTRIBUTIONS FOR SAFETY EMPLOYEES**

WHEREAS, the governing body of the City of Tehachapi has the authority to implement Government Code Section 20691; and

WHEREAS, the governing body of the City of Tehachapi has a written labor policy or agreement which specifically provides for the normal member contributions to be paid by the employer; and

WHEREAS, one of the steps in the procedures to implement Section 20691 is the adoption by the governing body of the City of Tehachapi of a Resolution to commence said Employer Paid Member Contributions (EPMC); and

WHEREAS, the governing body of the City of Tehachapi has identified the following conditions for the purpose of its election to pay EPMC:

- (a) This benefit shall apply to all employees of Safety Police Plan.
- (b) This benefit shall consist of paying 3.5% of the normal member contributions as EPMC.
- (c) The effective date of this Resolution shall be June 26, 2014.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Tehachapi as follows:

1. That the foregoing recitals are true and correct.
2. That the City Council hereby elects to pay the Employer Paid Member Contributions as set forth above.

PASSED AND ADOPTED on the 23rd day of June, 2014 at a regular meeting of the City Council of the City of Tehachapi by the following vote:

AYES: COUNCIL MEMBERS: _____

NOES: COUNCIL MEMBERS: _____

ABSTAIN: COUNCIL MEMBERS: _____

ABSENT: COUNCIL MEMBERS: _____

PHIL SMITH, Mayor, City of
Tehachapi, California

ATTEST:

DENISE JONES, CMC, City Clerk,
City of Tehachapi, California

I hereby certify that the foregoing resolution was duly and regularly adopted by the City Council of the City of Tehachapi at a regular meeting thereof held on June 23, 2014.

Denise Jones, CMC
City Clerk, City of Tehachapi, California



APPROVED
DEPARTMENT HEAD: 
CITY MANAGER: 

COUNCIL REPORTS

MEETING DATE: JUNE 23, 2014 AGENDA SECTION: CITY MANAGER

TO: HONORABLE MAYOR SMITH AND COUNCIL MEMBERS
FROM: GREG GARRETT, CITY MANAGER
DATE: JUNE 18, 2014
SUBJECT: SALARY PLAN

BACKGROUND

In the past, the City of Tehachapi has adopted a salary plan within the annual budget. CalPERS is requiring the City to adopt a salary plan either in the form of a separate resolution or with a separate mention in the budget adoption minutes. In the interest of complete transparency, City staff has decided upon a separate resolution for the salary plan.

The current salary plan is composed of a:

- 5 percent increase from steps 1 through 5 per each step,
- 12 percent increase between steps 5 to 6, and
- 15 percent increase between steps 6 to 7.

The proposed salary plan will be a uniformed 2.5 percent increase between all pay intervals, with the exception of Step 19, which is 3.0 percent increase. This change (on step 19) reflects at most an additional few dollar increase from the previous schedule due to rounding error corrections.

RECOMMENDATION

Adopt a Resolution establishing the salary plan for each position classification in city service and repealing Resolution No. 14-01

RESOLUTION NO.

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TEHACHAPI,
CALIFORNIA ESTABLISHING THE SALARY PLAN FOR EACH
POSITION CLASSIFICATION IN CITY SERVICE AND REPEALING
RESOLUTION NO. 14-01**

WHEREAS, The City Council of the City of Tehachapi may from time to time establish a plan of compensation for all Employees of the City of Tehachapi; and

WHEREAS, The City Council of the City of Tehachapi adopted Resolution No. 14-01 on April 2, 2001 establishing a salary plan; and

WHEREAS, The City Council of the City of Tehachapi has adopted the salary plan as a part of the budget since 2002; and

WHEREAS, the California Public Employee Retirement System (CalPERS) is requiring the City Council of the City of Tehachapi to adopt a salary plan for each position classification in city service either in the form of a separate resolution or with a separate mention in the budget adoption minutes; and

WHEREAS, The City Manager has prepared and recommended an updated "Salary Plan" for City Employee Position Classifications; and

WHEREAS, The City Council of the City of Tehachapi desires to adopt an updated "Salary Plan" for all City Employee Position Classifications.

NOW, THEREFORE BE IT RESOLVED, DETERMINED, AND ORDERED BY THE CITY COUNCIL

FOR THE DISTRICT, AS FOLLOWS:

Section 1 That the Salary Plan set forth in Exhibit "A" which is attached hereto and made a part hereof shall be the Salary Plan for the City of Tehachapi.

Section 2 That the effective date of said Salary Plan shall be July 1, 2014.

Section 3 That Resolution No. 14-01 is hereby repealed in its entirety.

Section 4 The Report and assessment as presented to the City Council and on file in the office of the City Clerk are hereby confirmed as filed.

PASSED, APPROVED AND ADOPTED by the City Council of the City of Tehachapi at a regular meeting this 23rd day of June, 2014.

AYES: _____

NOES: _____

ABSENT: _____

ABSTAIN: _____

Phil Smith, Mayor
City of Tehachapi, California

ATTEST:

Denise Jones, CMC
City Clerk, City of Tehachapi, California

I hereby certify that the foregoing resolution was duly and regularly adopted by the City Council of the City of Tehachapi at a special meeting thereof held on June 23, 2014.

Denise Jones, CMC
City Clerk, City of Tehachapi, California

CITY OF TEHACHAPI
SALARY PLAN FY 2014/2015

0.0% **Cost of Living Increase**

<u>FULL TIME</u>	Grade	<u>MONTHLY</u>																		
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
Community Develop. Dir	100	7394	7579	7768	7962	8161	8365	8574	8788	9008	9233	9464	9701	9944	10193	10448	10709	10977	11251	11589
Capital Project Manager	103	4950	5074	5201	5331	5464	5601	5741	5885	6032	6183	6338	6496	6658	6824	6995	7170	7349	7533	7759
Economic Dev/Housing Coord	102	4813	4933	5056	5182	5312	5445	5581	5721	5864	6011	6161	6315	6473	6635	6801	6971	7145	7324	7544
Associate Planner	104	4346	4455	4566	4680	4797	4917	5040	5166	5295	5427	5563	5702	5845	5991	6141	6295	6452	6613	6811
Community Outreach Coordinator	105	3872	3969	4068	4170	4274	4381	4491	4603	4718	4836	4957	5081	5208	5338	5471	5608	5748	5892	6069
Building Inspector/Code Enforcement	110	3506	3594	3684	3776	3870	3967	4066	4168	4272	4379	4488	4600	4715	4833	4954	5078	5205	5335	5495
Public Utility Inspector	108	3506	3594	3684	3776	3870	3967	4066	4168	4272	4379	4488	4600	4715	4833	4954	5078	5205	5335	5495
Executive Assistant	119	3461	3548	3637	3728	3821	3917	4015	4115	4218	4323	4431	4542	4656	4772	4891	5013	5138	5266	5424
Administrative Assistant	118	3146	3225	3306	3389	3474	3561	3650	3741	3835	3931	4029	4130	4233	4339	4447	4558	4672	4789	4933
Finance Director	120	7394	7579	7768	7962	8161	8365	8574	8788	9008	9233	9464	9701	9944	10193	10448	10709	10977	11251	11589
Accounting Manager	121	4650	4766	4885	5007	5132	5260	5392	5527	5665	5807	5952	6101	6254	6410	6570	6734	6902	7075	7287
Accounting Officer	122	4346	4455	4566	4680	4797	4917	5040	5166	5295	5427	5563	5702	5845	5991	6141	6295	6452	6613	6811
Financial Analyst	130	3700	3793	3888	3985	4085	4187	4292	4399	4509	4622	4738	4856	4977	5101	5229	5360	5494	5631	5800
HR Coordinator	127	3461	3548	3637	3728	3821	3917	4015	4115	4218	4323	4431	4542	4656	4772	4891	5013	5138	5266	5424
Accounting Specialist	125	3164	3243	3324	3407	3492	3579	3668	3760	3854	3950	4049	4150	4254	4360	4469	4581	4696	4813	4957
Accounting Technician	124	3020	3096	3173	3252	3333	3416	3501	3589	3679	3771	3865	3962	4061	4163	4267	4374	4483	4595	4733
Accounting Clerk II	126	2906	2979	3053	3129	3207	3287	3369	3453	3539	3627	3718	3811	3906	4004	4104	4207	4312	4420	4553
Accounting Clerk I	123	2522	2585	2650	2716	2784	2854	2925	2998	3073	3150	3229	3310	3393	3478	3565	3654	3745	3839	3954
Executive Assistant	142	3461	3548	3637	3728	3821	3917	4015	4115	4218	4323	4431	4542	4656	4772	4891	5013	5138	5266	5424
Administrative Secretary	144	3146	3225	3306	3389	3474	3561	3650	3741	3835	3931	4029	4130	4233	4339	4447	4558	4672	4789	4933
Office Assistant II	147	2906	2979	3053	3129	3207	3287	3369	3453	3539	3627	3718	3811	3906	4004	4104	4207	4312	4420	4553
Office Assistant I	148	2522	2585	2650	2716	2784	2854	2925	2998	3073	3150	3229	3310	3393	3478	3565	3654	3745	3839	3954
Assistant City Manager	150	7394	7579	7768	7962	8161	8365	8574	8788	9008	9233	9464	9701	9944	10193	10448	10709	10977	11251	11589
City Engineer	153	7394	7579	7768	7962	8161	8365	8574	8788	9008	9233	9464	9701	9944	10193	10448	10709	10977	11251	11589
Public Works Director	160	6175	6329	6487	6649	6815	6985	7160	7339	7522	7710	7903	8101	8304	8512	8725	8943	9167	9396	9678
Utility Manager	170	5101	5229	5360	5494	5631	5772	5916	6064	6216	6371	6530	6693	6860	7032	7208	7388	7573	7762	7995
Assistant City Engineer	154	4522	4635	4751	4870	4992	5117	5245	5376	5510	5648	5789	5934	6082	6234	6390	6550	6714	6882	7088
Engineering Aide	155	4522	4635	4751	4870	4992	5117	5245	5376	5510	5648	5789	5934	6082	6234	6390	6550	6714	6882	7088
Construction Supervisor	161	3872	3969	4068	4170	4274	4381	4491	4603	4718	4836	4957	5081	5208	5338	5471	5608	5748	5892	6069
Public Works Supervisor	162	3872	3969	4068	4170	4274	4381	4491	4603	4718	4836	4957	5081	5208	5338	5471	5608	5748	5892	6069
Chief W/T Plant Operator	172	3682	3774	3868	3965	4064	4166	4270	4377	4486	4598	4713	4831	4952	5076	5203	5333	5466	5603	5771
Wtr & Swr Operator III	174	3516	3604	3694	3786	3881	3978	4077	4179	4283	4390	4500	4613	4728	4846	4967	5091	5218	5348	5508
Wtr & Swr Operator II	175	3356	3440	3526	3614	3704	3797	3892	3989	4089	4191	4296	4403	4513	4626	4742	4861	4983	5108	5261
Construction Worker	165	3251	3332	3415	3500	3588	3678	3770	3864	3961	4060	4162	4266	4373	4482	4594	4709	4827	4948	5096
Lead Maintenance Worker	164	3251	3332	3415	3500	3588	3678	3770	3864	3961	4060	4162	4266	4373	4482	4594	4709	4827	4948	5096
Wtr & Swr Operator I	176	3251	3332	3415	3500	3588	3678	3770	3864	3961	4060	4162	4266	4373	4482	4594	4709	4827	4948	5096
Administrative Analyst	145	3146	3225	3306	3389	3474	3561	3650	3741	3835	3931	4029	4130	4233	4339	4447	4558	4672	4789	4933
Lead Landscape Maintenance	168	3103	3181	3261	3343	3427	3513	3601	3691	3783	3878	3975	4074	4176	4280	4387	4497	4609	4724	4866
Maintenance Worker	166	3103	3181	3261	3343	3427	3513	3601	3691	3783	3878	3975	4074	4176	4280	4387	4497	4609	4724	4866
Landscape Maintenance Worker	167	2249	2305	2363	2422	2483	2545	2609	2674	2741	2810	2880	2952	3026	3102	3180	3260	3342	3426	3529
Police Chief	300	7394	7579	7768	7962	8161	8365	8574	8788	9008	9233	9464	9701	9944	10193	10448	10709	10977	11251	11589
Sergeant	304	4064	4166	4270	4377	4486	4598	4713	4831	4952	5076	5203	5333	5466	5603	5743	5887	6034	6185	6371
Senior Officer	307	3473	3560	3649	3740	3834	3930	4028	4129	4232	4338	4446	4557	4671	4788	4908	5031	5157	5286	5445
Officer	310	3259	3340	3424	3510	3598	3688	3780	3875	3972	4071	4173	4277	4384	4494	4606	4721	4839	4960	5109

CITY OF TEHACHAPI
SALARY PLAN FY 2014/2015

0.0% **Cost of Living Increase**

	Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
Administrative Secretary	323	3146	3225	3306	3389	3474	3561	3650	3741	3835	3931	4029	4130	4233	4339	4447	4558	4672	4789	4933
Community Service Officer	115	3103	3181	3261	3343	3427	3513	3601	3691	3783	3878	3975	4074	4176	4280	4387	4497	4609	4724	4866
Record Clerk	325	2105	2158	2212	2267	2324	2382	2442	2503	2566	2630	2696	2763	2832	2903	2976	3050	3126	3204	3300
Airport Manager	200	5101	5229	5360	5494	5631	5772	5916	6064	6216	6371	6530	6693	6860	7032	7208	7388	7573	7762	7995
Airport Maint. Worker	210	3103	3181	3261	3343	3427	3513	3601	3691	3783	3878	3975	4074	4176	4280	4387	4497	4609	4724	4866
Airport-Office Assistant I	149	2578	2642	2708	2776	2845	2916	2989	3064	3141	3220	3301	3384	3469	3556	3645	3736	3829	3925	4043

PART TIME - TEMPORARY

		<u>HOURLY</u>																		
Airport Manager	905	27.75	28.44	29.15	29.88	30.63	31.40	32.19	32.99	33.81	34.66	35.53	36.42	37.33	38.26	39.22	40.20	41.21	42.24	43.51
Chief Building Inspector	906	26.36	27.02	27.70	28.39	29.10	29.83	30.58	31.34	32.12	32.92	33.74	34.58	35.44	36.33	37.24	38.17	39.12	40.10	41.30
Construction Inspector	907	26.36	27.02	27.70	28.39	29.10	29.83	30.58	31.34	32.12	32.92	33.74	34.58	35.44	36.33	37.24	38.17	39.12	40.10	41.30
W/P Operator	925	24.47	25.08	25.71	26.35	27.01	27.69	28.38	29.09	29.82	30.57	31.33	32.11	32.91	33.73	34.57	35.43	36.32	37.23	38.35
Code Enforcement	902	20.92	21.44	21.98	22.53	23.09	23.67	24.26	24.87	25.49	26.13	26.78	27.45	28.14	28.84	29.56	30.30	31.06	31.84	32.80
Reserve Officer	908	19.16	19.64	20.13	20.63	21.15	21.68	22.22	22.78	23.35	23.93	24.53	25.14	25.77	26.41	27.07	27.75	28.44	29.15	30.02
Community Service Officer	912	17.91	18.36	18.82	19.29	19.77	20.26	20.77	21.29	21.82	22.37	22.93	23.50	24.09	24.69	25.31	25.94	26.59	27.25	28.07
Secretary	901	14.76	15.13	15.51	15.90	16.30	16.71	17.13	17.56	18.00	18.45	18.91	19.38	19.86	20.36	20.87	21.39	21.92	22.47	23.14
Street Sweeper Operator	921	14.44	14.80	15.17	15.55	15.94	16.34	16.75	17.17	17.60	18.04	18.49	18.95	19.42	19.91	20.41	20.92	21.44	21.98	22.64
Laborer	920	12.49	12.80	13.12	13.45	13.79	14.13	14.48	14.84	15.21	15.59	15.98	16.38	16.79	17.21	17.64	18.08	18.53	18.99	19.56
Accounting Assistant	904	11.94	12.24	12.55	12.86	13.18	13.51	13.85	14.20	14.56	14.92	15.29	15.67	16.06	16.46	16.87	17.29	17.72	18.16	18.70
Clerk Typist	903	8.86	9.08	9.31	9.54	9.78	10.02	10.27	10.53	10.79	11.06	11.34	11.62	11.91	12.21	12.52	12.83	13.15	13.48	13.88

ELECTED / CONTRACT

City Council (Elected)	500	\$300 per Month
City Clerk (Elected)	501	\$300 per Month
City Treasurer (Elected)	502	\$300 per Month
City Manager	600	Per Contract ~ \$14,313/month as of July 1, 2014
City Attorney		Per Contract ~ \$130/hour as of July 1, 2014