

RESOLUTION NO. 2017-140

A RESOLUTION OF THE CITY COUNCIL OF ELK GROVE ADOPTING THE FISCAL YEAR 2017-18 BUDGET, THE FISCAL YEAR 2017-18 THROUGH FISCAL YEAR 2021-2022 CAPITAL IMPROVEMENT PLAN AND THE ANNUAL APPROPRIATIONS LIMIT

WHEREAS, the City Manager has submitted the Fiscal Year 2017-18 Budget to the City Council; and

WHEREAS, the Fiscal Year 2017-18 Budget was prepared in accordance with the City Council's goals, Departmental Work Plans, budget assumptions and policies; and

WHEREAS, the Fiscal Year 2017-18 Budget is balanced and does not require additional taxes; and

WHEREAS, Article XIII B of the California State Constitution and Government Code Section 7910 requires a City to establish its appropriation limit for each fiscal year; and

WHEREAS, as required by state law, on April 20, 2017, the Planning Commission adopted a resolution finding the Fiscal Year 2016-2017 through 2020-2021 Capital Improvement Plan to be consistent with the General Plan.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Elk Grove hereby adopts the Fiscal Year (FY) 2017-2018 Annual Budget and FY 2017-2018 through FY 2021-2022 Capital Improvement Plan as follows:

- A. The FY 2017-18 Proposed June 14, 2017 Budget, including the FY 2017-2018 through FY 2021-2022 Proposed Capital Improvement Plan as defined in Section 2.1 is hereby approved.
- B. Sections 1 through 9 below, which define the authority and responsibilities of the City Manager in implementing the Approved Budget, are hereby approved.

SECTION 1. SCOPE

- 1.1 This resolution defines the authority and responsibilities of the City Manager in implementing the Approved Budget of the City of Elk Grove.

SECTION 2. DEFINITIONS

- 2.1 "Approved Budget" includes the following documents:
 - (1) The FY 2017-18 Proposed Budget and FY 2017-18 through FY 2021-22 Proposed Capital Improvement Plan as amended by the City Council.
- 2.2 "City Manager" means the City Manager or, if so designated, the Director of Finance or the Budget Manager.

SECTION 3. AUTHORIZED APPROPRIATIONS

- 3.1 The City Manager is authorized to make any expenditure and resource adjustments to the Approved Budget based on final City Council action to adopt the Budget.
- 3.2 The City Manager is authorized to establish the appropriations and staffing as indicated in the Budget.
- 3.3 Operating appropriation transfers within the same fund must be approved by the City Manager.
- 3.4 Operating appropriation transfers between like funds must be approved by the City Manager. "Like Funds" are essentially extensions of other funds within the same Department and are defined specifically below.
 - 3.4.a) Like funds within the General Fund City Manager's office are 101, 105, 106, 107, and 108
 - 3.4.b) Like funds within the Integrated Waste Department are 501, 502, and 506
 - 3.4.c) Like funds within the Transit Department are 511, 512, and 514.
 - 3.4.d) Development Services and Public Works funds.
- 3.5 Appropriations within the City's Asset Seizure funds can be amended based on available funds during the Fiscal Year if authorized by the City Manager.
- 3.6 Capital Outlay appropriation transfers between projects under \$250,000 and other Capital Projects must be approved by the City Manager

SECTION 4. STAFFING AND COMPENSATION INCREASES

- 4.1 Any increase by fund in staffing count or staffing compensation as authorized in the Approved or Amended Budget for a department must be approved by the City Council.
- 4.2 Based on recommendations from the recent Total Compensation Study, which included a 2.75% salary adjustment, the salary ranges for those positions that remained under the 80th percentile of total compensation (cash plus benefits) of the market were adjusted accordingly in this fiscal year 2017-18 budget. The City Council adopts the new non-represented Salary Schedule, attached hereto as Exhibit A and incorporated herein, which will become effective the first full pay period of July 2017

SECTION 5. UNSPENT APPROPRIATIONS AND ENCUMBRANCES

- 5.1 All appropriations in the FY 2016-17 Budget which remain unencumbered or unexpended on June 30, 2017, shall revert to the fund balance of the respective funds, with the exception of those outlined in section 5.3.

- 5.2 All purchase order commitments outstanding on June 30, 2017, and associated appropriations are hereby continued for FY 2016-17 expenditures.
- 5.3
- 1) Consistent with the Mid-Year FY 2016-17 Staff Report, 50% of estimated General Fund surplus at Year End would be appropriated to pre-pay the City's unfunded liabilities with CalPERS to mitigate future pension cost increases. The other 50% would be placed into the General Fund unassigned Fund Balance.
 - 2) Unencumbered and unexpended appropriations for Capital Outlay expenditures are eligible to be reauthorized in FY 2017-18 by project by fund addition to the Adopted Capital Outlay appropriations in the FY 2017-18 Budget.
 - 3) The newly established Strategic Initiatives & Long-Range Planning fund will include budget for planning special projects and other long-range initiatives in FY 2017-18. These expenditures have been budgeted in the Development Services fund in current and prior Fiscal Years. Council approves re-appropriating current year unencumbered and unexpended appropriations in Development Services for these specific expenditures in FY 2017-18 into the newly established fund.
 - 4) Unencumbered and unexpended appropriations within the newly established Strategic Initiatives & Long-Range Planning fund are eligible to be re-appropriated in future Fiscal Years.
 - 5) Unencumbered and unexpended appropriations in the City's Asset Seizure funds are eligible to be re-appropriated in FY 2017-18.
 - 6) Any FY 2016-17 encumbered purchase orders included in the calculation of FY 2016-17 year-end projected expenditures in which the City Manager determines that the authorized equipment, goods and services is needed for continued and efficient City operations is authorized to be re-appropriated and 'rolled over' to FY 2017-18.

SECTION 6. APPROPRIATION LIMITS

- 6.1 The appropriation limitation established for FY 2017-18 shall be \$92,502,158 and the adopted FY 2017-18 Budget has not exceeded the appropriation limit.
- 6.2 Elect the growth in per capita income increase calculation method as the inflation factor for the 2017-18 fiscal year.
- 6.3 The actual appropriation for FY 2016-17 has not exceeded the appropriation limitation that was adopted for FY 2016-17.

SECTION 7. MID-YEAR PERFORMANCE AND FINANCIAL REPORT

- 7.1 The City Council shall be provided a Mid-Year Performance and Financial Report including a revised estimate of the financial condition of all operating funds, prior year actual fund balances, revised estimated revenues and expenditures, projected ending fund balances or deficits, recommendations for eliminating any projected fund deficits, and a progress report on performance measures as compared to Council adopted targets.

SECTION 8. MISCELLANEOUS CONTROLS / CONSIDERATIONS

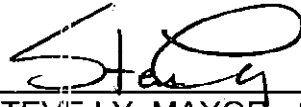
- 8.1 No expenditures at the category level shall exceed the Approved or Amended Budget, by fund..
- 8.2 The City Manager is authorized to adjust budgets in the Capital Project funds for the current year based on previous actions of City Council for projects on a multi-year basis.
- 8.3 Performance targets presented for City Wide Performance Measures within each division are hereby adopted by Council and both fiscal and human resources shall be directed to pursue those targeted performance levels. Exhibit B, attached, presents a listing of proposed additions and/or deletions to the City Wide Performance Measures.
- 8.4 The Finance Director is hereby authorized to make investments as outlined in the FY 2017-18 Investment Policy, which is unchanged from the prior year's policy, and is attached in full as Exhibit C.

SECTION 9. REQUESTED CHANGES TO FY 2016-17 BUDGET AUTHORITY

- 9.1 Council authorizes an additional \$13.3 Million in appropriation for Series 2016 developer fee reimbursements. Currently \$4.7 Million is budgeted for fee reimbursement, but the actual developer reimbursement agreements are \$18 Million.
- 9.2 Research of the CFF nexus study indicates that the CFF Police fund is an ineligible funding source for the Animal Shelter capital project while the CFF Corp Yard fund is eligible. Therefore, Council authorizes the transfer of all capital appropriations for the Animal Shelter from the CFF Police fund into the CFF Corp Yard fund.
- 9.3 Council authorizes an additional \$9.2 million in appropriation for the Laguna Ridge CFD 2005-1 Debt Service fund to match the \$72.7 Million transfer-in revenue to the Laguna Ridge CFD Fund. The corresponding transfer out of the Debt Service fund is currently only budgeted at \$63.5 million.
- 9.4 Council authorizes the transfer of appropriations of \$163,399 from Fund 330 to Fund 331.
- 9.5 Council authorizes the transfer of appropriations of \$5 Million from the Bilby-Bruceville Road Improvements (WTR029) project to cover the Series 2016 Debt Issuance Admin costs, and the reversal of this transfer as well.
- 9.6 Council authorizes the transfer of LED Streetlight Improvement Phase II savings of \$558,824 in total to Fund 106, \$502,941.60 of which shall come from Fund 267, and \$55,882.40 of which shall come from Fund 268..
- 9.7 Council authorizes an additional \$464,991 in Fee Reimbursement expense authority in the LRSP Supplemental Park Land fee Fund 331 and an additional \$573,720 in Fee Reimbursement expense authority in the Quimby Fee Fund 330 as a clean up action for a prior authorized agreement RC2015-01, adopted by Resolution No. 2015-241.

This resolution shall take effect immediately.

PASSED AND ADOPTED by the City Council of the City of Elk Grove this 14th day of June 2017.



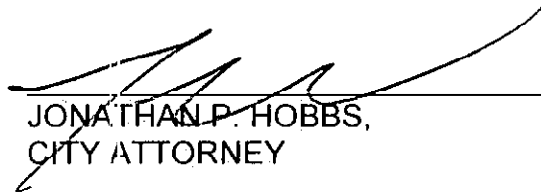
STEVIE LY, MAYOR of the
CITY OF ELK GROVE

ATTEST:



JASON LINDGREN, CITY CLERK

APPROVED AS TO FORM:



JONATHAN P. HOBBS,
CITY ATTORNEY

EXHIBIT A

Salary Range by Job Classification - Effective July 9, 2017

JOB CLASSIFICATION	GRADE	WORK PERIOD	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
ACCOUNTANT	AM	hourly	30.28	31.80	33.39	35.05	36.81	38.65	40.58
		bi-weekly	2,423	2,544	2,671	2,804	2,945	3,092	3,246
		monthly	5,249	5,511	5,787	6,076	6,380	6,699	7,034
		annual	62,985	66,134	69,441	72,913	76,559	80,387	84,406
ACCOUNTING MANAGER	AW	hourly	46.56	48.89	51.33	53.90	56.59	59.42	62.39
		bi-weekly	3,725	3,911	4,107	4,312	4,527	4,754	4,991
		monthly	8,070	8,474	8,897	9,342	9,809	10,300	10,815
		annual	96,843	101,685	106,769	112,108	117,713	123,599	129,779
ACCOUNTING TECHNICIAN	AI	hourly	23.21	24.38	25.59	26.87	28.22	29.63	31.11
		bi-weekly	1,857	1,950	2,048	2,150	2,257	2,370	2,489
		monthly	4,024	4,225	4,436	4,658	4,891	5,136	5,392
		annual	48,286	50,700	53,235	55,897	58,692	61,626	64,708
ADMINISTRATIVE ANALYST I	AN	hourly	31.79	33.38	35.05	36.81	38.65	40.58	42.61
		bi-weekly	2,544	2,671	2,804	2,944	3,092	3,246	3,409
		monthly	5,511	5,787	6,076	6,380	6,699	7,034	7,385
		annual	66,133	69,439	72,911	76,557	80,385	84,404	88,624
ADMINISTRATIVE ANALYST II	AP	hourly	35.05	36.81	38.65	40.58	42.61	44.74	46.98
		bi-weekly	2,804	2,945	3,092	3,246	3,409	3,579	3,758
		monthly	6,076	6,380	6,699	7,034	7,385	7,755	8,142
		annual	72,912	76,557	80,385	84,404	88,625	93,056	97,709
ADMINISTRATIVE ASSISTANT	AG	hourly	20.09	21.09	22.15	23.25	24.42	25.64	26.92
		bi-weekly	1,607	1,687	1,772	1,860	1,953	2,051	2,154
		monthly	3,482	3,656	3,839	4,031	4,232	4,444	4,666
		annual	41,783	43,872	46,066	48,369	50,788	53,327	55,994
ADMINISTRATIVE ASSISTANT TO THE CITY COUNCIL	AG	hourly	20.09	21.09	22.15	23.25	24.42	25.64	26.92
		bi-weekly	1,607	1,687	1,772	1,860	1,953	2,051	2,154
		monthly	3,482	3,656	3,839	4,031	4,232	4,444	4,666
		annual	41,783	43,872	46,066	48,369	50,788	53,327	55,994
ASSISTANT CITY ATTORNEY	BJ	hourly	68.37	71.79	75.38	79.15	83.11	87.26	91.63
		bi-weekly	5,470	5,743	6,031	6,332	6,649	6,981	7,330
		monthly	11,851	12,444	13,066	13,720	14,406	15,126	15,882
		annual	142,218	149,328	156,795	164,635	172,866	181,510	190,585
ASSISTANT CITY CLERK	AQ	hourly	36.81	38.65	40.58	42.61	44.74	46.98	49.32
		bi-weekly	2,945	3,092	3,246	3,409	3,579	3,758	3,946
		monthly	6,380	6,699	7,034	7,385	7,755	8,142	8,549
		annual	76,557	80,385	84,404	88,624	93,056	97,708	102,594
ASSISTANT CITY MANAGER	BM	hourly	74.71	78.45	82.37	86.49	90.82	95.36	100.12
		bi-weekly	5,977	6,276	6,590	6,919	7,265	7,628	8,010
		monthly	12,950	13,598	14,278	14,992	15,741	16,528	17,355
		annual	155,405	163,175	171,334	179,901	188,896	198,341	208,258
ASSISTANT DEVELOPMENT SERVICES DIRECTOR	AY	hourly	49.39	51.86	54.46	57.18	60.04	63.04	66.19
		bi-weekly	3,952	4,149	4,357	4,574	4,803	5,043	5,295
		monthly	8,562	8,990	9,439	9,911	10,407	10,927	11,474
		annual	102,741	107,878	113,271	118,935	124,882	131,126	137,682

Salary Range by Job Classification - Effective July 9, 2017

JOB CLASSIFICATION	GRADE	WORK PERIOD	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
ASSISTANT PLANNER	AL	hourly	28.84	30.28	31.80	33.38	35.05	36.81	38.65
		bi-weekly	2,307	2,422	2,544	2,671	2,804	2,945	3,092
		monthly	4,999	5,249	5,511	5,787	6,076	6,380	6,699
		annual	59,985	62,984	66,134	69,440	72,912	76,558	80,386
ASSISTANT TO THE CITY MANAGER	AX	hourly	47.96	50.35	52.87	55.51	58.29	61.20	64.27
		bi-weekly	3,836	4,028	4,230	4,441	4,663	4,896	5,141
		monthly	8,312	8,728	9,164	9,623	10,104	10,609	11,139
		annual	99,748	104,735	109,972	115,471	121,244	127,306	133,672
ASSOCIATE PLANNER	AO	hourly	33.38	35.05	36.81	38.65	40.58	42.61	44.74
		bi-weekly	2,671	2,804	2,945	3,092	3,246	3,409	3,579
		monthly	5,787	6,076	6,380	6,699	7,034	7,385	7,755
		annual	69,441	72,913	76,558	80,386	84,405	88,626	93,057
BUDGET MANAGER	AX	hourly	47.96	50.35	52.87	55.51	58.29	61.20	64.27
		bi-weekly	3,836	4,028	4,230	4,441	4,663	4,896	5,141
		monthly	8,312	8,728	9,164	9,623	10,104	10,609	11,139
		annual	99,748	104,735	109,972	115,471	121,244	127,306	133,672
CITY ATTORNEY	CONTRACT	annual	250,000.00						
CITY CLERK	CONTRACT	annual	127,440.00						
CITY COUNCIL MEMBER/MAYOR	ELECTED	monthly	800.00						
CITY MANAGER	CONTRACT	annual	260,054.38						
CIVIC CENTER MANAGER	AV	hourly	45.20	47.46	49.84	52.33	54.94	57.69	60.58
		bi-weekly	3,616	3,797	3,987	4,186	4,396	4,615	4,846
		monthly	7,835	8,227	8,638	9,070	9,524	10,000	10,500
		annual	94,023	98,724	103,660	108,843	114,285	119,999	125,999
CIVIL ENGINEER	AR	hourly	38.65	40.58	42.61	44.74	46.98	49.32	51.79
		bi-weekly	3,092	3,246	3,409	3,579	3,758	3,946	4,143
		monthly	6,699	7,034	7,385	7,755	8,142	8,550	8,977
		annual	80,385	84,404	88,625	93,056	97,709	102,594	107,724
CODE ENFORCEMENT OFFICER	AJ	hourly	24.96	26.20	27.51	28.89	30.33	31.85	33.44
		bi-weekly	1,996	2,096	2,201	2,311	2,427	2,548	2,675
		monthly	4,326	4,542	4,769	5,007	5,258	5,521	5,797
		annual	51,907	54,502	57,227	60,089	63,093	66,248	69,560
CODE ENFORCEMENT SUPERVISOR	AP	hourly	35.05	36.81	38.65	40.58	42.61	44.74	46.98
		bi-weekly	2,804	2,945	3,092	3,246	3,409	3,579	3,758
		monthly	6,076	6,380	6,699	7,034	7,385	7,755	8,142
		annual	72,912	76,557	80,385	84,404	88,625	93,056	97,709
COMMUNITY EVENTS AND PROJECTS COORDINATOR	AN	hourly	31.79	33.38	35.05	36.81	38.65	40.58	42.61
		bi-weekly	2,544	2,671	2,804	2,944	3,092	3,246	3,409
		monthly	5,511	5,787	6,076	6,380	6,699	7,034	7,385
		annual	66,133	69,439	72,911	76,557	80,385	84,404	88,624

Salary Range by Job Classification - Effective July 9, 2017

<u>JOB CLASSIFICATION</u>	<u>GRADE</u>	<u>WORK PERIOD</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>	<u>STEP 7</u>
CUSTOMER SERVICE SPECIALIST	AF	hourly	18.69	19.62	20.60	21.63	22.71	23.85	25.04
		bi-weekly	1,495	1,570	1,648	1,731	1,817	1,908	2,003
		monthly	3,239	3,401	3,571	3,750	3,937	4,134	4,341
		annual	38,868	40,812	42,852	44,995	47,244	49,607	52,087
DEPUTY CITY CLERK/RECORDS MANAGER	AL	hourly	28.84	30.28	31.80	33.38	35.05	36.81	38.65
		bi-weekly	2,307	2,422	2,544	2,671	2,804	2,945	3,092
		monthly	4,999	5,249	5,511	5,787	6,076	6,380	6,699
		annual	59,985	62,984	66,134	69,440	72,912	76,558	80,386
DEPUTY CITY MANAGER	BJ	hourly	68.37	71.79	75.38	79.15	83.11	87.26	91.63
		bi-weekly	5,470	5,743	6,031	6,332	6,649	6,981	7,330
		monthly	11,851	12,444	13,066	13,720	14,406	15,126	15,882
		annual	142,218	149,328	156,795	164,635	172,866	181,510	190,585
DEVELOPMENT SERVICES DIRECTOR	BI	hourly	66.38	69.70	73.19	76.85	80.69	84.72	88.96
		bi-weekly	5,311	5,576	5,855	6,148	6,455	6,778	7,117
		monthly	11,506	12,082	12,686	13,320	13,986	14,685	15,420
		annual	133,075	144,979	152,228	159,839	167,831	176,223	185,034
DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES	BI	hourly	66.38	69.70	73.19	76.85	80.69	84.72	88.96
		bi-weekly	5,311	5,576	5,855	6,148	6,455	6,778	7,117
		monthly	11,506	12,082	12,686	13,320	13,986	14,685	15,420
		annual	133,075	144,979	152,228	159,839	167,831	176,223	185,034
DISPATCH MANAGER	AT	hourly	42.61	44.74	46.98	49.32	51.79	54.38	57.10
		bi-weekly	3,409	3,579	3,758	3,946	4,143	4,350	4,568
		monthly	7,385	7,755	8,142	8,550	8,977	9,426	9,897
		annual	83,626	93,057	97,710	102,595	107,725	113,111	118,767
ECONOMIC DEVELOPMENT DIRECTOR	BG	hourly	62.57	65.70	68.99	72.43	76.06	79.86	83.85
		bi-weekly	5,006	5,256	5,519	5,795	6,084	6,389	6,708
		monthly	10,846	11,388	11,957	12,555	13,183	13,842	14,534
		annual	130,149	136,656	143,489	150,664	158,197	166,107	174,412
ECONOMIC DEVELOPMENT PROGRAM MANAGER	AU	hourly	43.89	46.08	48.38	50.80	53.34	56.01	58.81
		bi-weekly	3,511	3,686	3,871	4,064	4,268	4,481	4,705
		monthly	7,607	7,987	8,387	8,806	9,246	9,709	10,194
		annual	91,284	95,848	100,640	105,673	110,956	116,504	122,329
ECONOMIC DEVELOPMENT SPECIALIST	AL	hourly	28.84	30.28	31.80	33.38	35.05	36.81	38.65
		bi-weekly	2,307	2,422	2,544	2,671	2,804	2,945	3,092
		monthly	4,999	5,249	5,511	5,787	6,076	6,380	6,699
		annual	59,985	62,984	66,134	69,440	72,912	76,558	80,386
ENVIRONMENTAL SPECIALIST	AM	hourly	30.28	31.80	33.39	35.05	36.81	38.65	40.58
		bi-weekly	2,423	2,544	2,671	2,804	2,945	3,092	3,246
		monthly	5,249	5,511	5,787	6,076	6,380	6,699	7,034
		annual	62,985	66,134	69,441	72,913	76,559	80,387	84,406
EXECUTIVE ADMINISTRATIVE ASSISTANT	AL	hourly	28.84	30.28	31.80	33.38	35.05	36.81	38.65
		bi-weekly	2,307	2,422	2,544	2,671	2,804	2,945	3,092
		monthly	4,999	5,249	5,511	5,787	6,076	6,380	6,699
		annual	59,985	62,984	66,134	69,440	72,912	76,558	80,386

Salary Range by Job Classification - Effective July 9, 2017

<u>JOB CLASSIFICATION</u>	<u>GRADE</u>	<u>WORK PERIOD</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>	<u>STEP 7</u>
FACILITIES & FLEET MANAGER	AV	hourly	45.20	47.46	49.84	52.33	54.94	57.69	60.58
		bi-weekly	3,616	3,797	3,987	4,186	4,396	4,615	4,846
		monthly	7,835	8,227	8,638	9,070	9,524	10,000	10,500
		annual	94,023	98,724	103,660	108,843	114,285	119,999	125,999
FACILITIES TECHNICIAN	AH	hourly	21.59	22.67	23.81	25.00	26.25	27.56	28.94
		bi-weekly	1,728	1,814	1,905	2,000	2,100	2,205	2,315
		monthly	3,743	3,930	4,127	4,333	4,550	4,777	5,016
		annual	44,917	47,163	49,521	51,997	54,597	57,326	60,193
FINANCE ANALYST I	AN	hourly	31.79	33.38	35.05	36.81	38.65	40.58	42.61
		bi-weekly	2,544	2,671	2,804	2,944	3,092	3,246	3,409
		monthly	5,511	5,787	6,076	6,380	6,699	7,034	7,385
		annual	66,133	69,439	72,911	76,557	80,385	84,404	88,624
FINANCE ANALYST II	AP	hourly	35.05	36.81	38.65	40.58	42.61	44.74	46.98
		bi-weekly	2,804	2,945	3,092	3,246	3,409	3,579	3,758
		monthly	6,076	6,380	6,699	7,034	7,385	7,755	8,142
		annual	72,912	76,557	80,385	84,404	88,625	93,056	97,709
GIS ANALYST	AM	hourly	30.28	31.80	33.39	35.05	36.81	38.65	40.58
		bi-weekly	2,423	2,544	2,671	2,804	2,945	3,092	3,246
		monthly	5,249	5,511	5,787	6,076	6,380	6,699	7,034
		annual	62,985	66,134	69,441	72,913	76,559	80,387	84,406
GIS SYSTEM ADMINISTRATOR	AP	hourly	35.05	36.81	38.65	40.58	42.61	44.74	46.98
		bi-weekly	2,804	2,945	3,092	3,246	3,409	3,579	3,758
		monthly	6,076	6,380	6,699	7,034	7,385	7,755	8,142
		annual	72,912	76,557	80,385	84,404	88,625	93,056	97,709
GRAPHIC DESIGNER	AJ	hourly	24.96	26.20	27.51	28.89	30.33	31.85	33.44
		bi-weekly	1,996	2,096	2,201	2,311	2,427	2,548	2,675
		monthly	4,326	4,542	4,769	5,007	5,258	5,521	5,797
		annual	51,907	54,502	57,227	60,089	63,093	66,248	69,560
GRAPHICS AND MULTIMEDIA PROGRAM MANAGER	AQ	hourly	36.81	38.65	40.58	42.61	44.74	46.98	49.32
		bi-weekly	2,945	3,092	3,246	3,409	3,579	3,758	3,946
		monthly	6,380	6,699	7,034	7,385	7,755	8,142	8,549
		annual	76,557	80,385	84,404	88,624	93,056	97,708	102,594
HOUSING AND PUBLIC SERVICE PROGRAM MANAGER	AT	hourly	42.61	44.74	46.98	49.32	51.79	54.38	57.10
		bi-weekly	3,409	3,579	3,758	3,946	4,143	4,350	4,568
		monthly	7,385	7,755	8,142	8,550	8,977	9,426	9,897
		annual	88,626	93,057	97,710	102,595	107,725	113,111	118,767
HUMAN RESOURCES ANALYST	AP	hourly	35.05	36.81	38.65	40.58	42.61	44.74	46.98
		bi-weekly	2,804	2,945	3,092	3,246	3,409	3,579	3,758
		monthly	6,076	6,380	6,699	7,034	7,385	7,755	8,142
		annual	72,912	76,557	80,385	84,404	88,625	93,056	97,709
HUMAN RESOURCES MANAGER	BE	hourly	58.98	61.93	65.02	68.28	71.69	75.27	79.04
		bi-weekly	4,718	4,954	5,202	5,462	5,735	6,022	6,323
		monthly	10,223	10,734	11,271	11,835	12,426	13,048	13,700
		annual	122,677	128,811	135,252	142,014	149,115	156,571	164,400

Salary Range by Job Classification - Effective July 9, 2017

<u>JOB CLASSIFICATION</u>	<u>GRADE</u>	<u>WORK PERIOD</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>	<u>STEP 7</u>
HUMAN RESOURCES SPECIALIST	AJ	hourly	24.96	26.20	27.51	28.89	30.33	31.85	33.44
		bi-weekly	3,996	2,096	2,201	2,311	2,427	2,548	2,675
		monthly	4,326	4,542	4,769	5,007	5,258	5,521	5,797
		annual	51,907	54,502	57,227	60,089	63,093	66,248	69,560
IT ADMINISTRATOR	AZ	hourly	50.88	53.42	56.09	58.90	61.84	64.93	68.18
		bi-weekly	4,070	4,274	4,487	4,712	4,947	5,195	5,454
		monthly	8,819	9,260	9,722	10,209	10,719	11,255	11,818
		annual	105,823	111,114	116,670	122,503	128,628	135,060	141,813
IT ANALYST	AN	hourly	31.79	33.38	35.05	36.81	38.65	40.58	42.61
		bi-weekly	2,544	2,671	2,804	2,944	3,092	3,246	3,409
		monthly	5,511	5,787	6,076	6,380	6,699	7,034	7,385
		annual	66,133	69,439	72,911	76,557	80,385	84,404	88,624
IT TECHNICIAN	AJ	hourly	24.96	26.20	27.51	28.89	30.33	31.85	33.44
		bi-weekly	1,996	2,096	2,201	2,311	2,427	2,548	2,675
		monthly	4,326	4,542	4,769	5,007	5,258	5,521	5,797
		annual	51,907	54,502	57,227	60,089	63,093	66,248	69,560
INTEGRATED WASTE COORDINATOR	AM	hourly	30.28	31.80	33.39	35.05	36.81	38.65	40.58
		bi-weekly	2,423	2,544	2,671	2,804	2,945	3,092	3,246
		monthly	5,249	5,511	5,787	6,076	6,380	6,699	7,034
		annual	62,985	66,134	69,441	72,913	76,559	80,387	84,406
INTEGRATED WASTE MANAGER	AX	hourly	47.96	50.35	52.87	55.51	58.29	61.20	64.27
		bi-weekly	3,836	4,028	4,230	4,441	4,663	4,896	5,141
		monthly	8,312	8,728	9,164	9,623	10,104	10,609	11,139
		annual	99,748	104,735	109,972	115,471	121,244	127,306	133,672
LEGAL EXECUTIVE ADMINISTRATIVE ASSISTANT	AL	hourly	28.84	30.28	31.80	33.38	35.05	36.81	38.65
		bi-weekly	2,307	2,422	2,544	2,671	2,804	2,945	3,092
		monthly	4,999	5,249	5,511	5,787	6,076	6,380	6,699
		annual	59,985	62,984	66,134	69,440	72,912	76,558	80,386
MANAGEMENT AND BUDGET ANALYST I	AP	hourly	35.05	36.81	38.65	40.58	42.61	44.74	46.98
		bi-weekly	2,804	2,945	3,092	3,246	3,409	3,579	3,758
		monthly	6,076	6,380	6,699	7,034	7,385	7,755	8,142
		annual	72,912	76,557	80,385	84,404	88,625	93,056	97,709
MANAGEMENT AND BUDGET ANALYST II	AR	hourly	33.65	40.58	42.61	44.74	46.98	49.32	51.79
		bi-weekly	3,092	3,246	3,409	3,579	3,758	3,946	4,143
		monthly	6,699	7,034	7,385	7,755	8,142	8,550	8,977
		annual	80,385	84,404	88,625	93,056	97,709	102,594	107,724
MULTIMEDIA SPECIALIST	AJ	hourly	24.96	26.20	27.51	28.89	30.33	31.85	33.44
		bi-weekly	3,996	2,096	2,201	2,311	2,427	2,548	2,675
		monthly	4,326	4,542	4,769	5,007	5,258	5,521	5,797
		annual	51,907	54,502	57,227	60,089	63,093	66,248	69,560
NETWORK ENGINEER	AR	hourly	33.65	40.58	42.61	44.74	46.98	49.32	51.79
		bi-weekly	3,092	3,246	3,409	3,579	3,758	3,946	4,143
		monthly	6,699	7,034	7,385	7,755	8,142	8,550	8,977
		annual	80,385	84,404	88,625	93,056	97,709	102,594	107,724

Salary Range by Job Classification - Effective July 9, 2017

<u>JOB CLASSIFICATION</u>	<u>GRADE</u>	<u>WORK PERIOD</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>	<u>STEP 7</u>
PARALEGAL	AL	hourly	28.84	30.28	31.80	33.38	35.05	36.81	38.65
		bi-weekly	2,307	2,422	2,544	2,671	2,804	2,945	3,092
		monthly	4,999	5,249	5,511	5,787	6,076	6,380	6,699
		annual	59,985	62,984	66,134	69,440	72,912	76,558	80,386
PAYROLL TECHNICIAN	AJ	hourly	24.96	26.20	27.51	28.89	30.33	31.85	33.44
		bi-weekly	1,996	2,096	2,201	2,311	2,427	2,548	2,675
		monthly	4,326	4,542	4,769	5,007	5,258	5,521	5,797
		annual	51,907	54,502	57,227	60,089	63,093	66,248	69,560
PERMIT PROCESSING COORDINATOR	AN	hourly	31.79	33.38	35.05	36.81	38.65	40.58	42.61
		bi-weekly	2,544	2,671	2,804	2,944	3,092	3,246	3,409
		monthly	5,511	5,787	6,076	6,380	6,699	7,034	7,385
		annual	66,133	69,439	72,911	76,557	80,385	84,404	88,624
PLANNING MANAGER	AX	hourly	47.96	50.35	52.87	55.51	58.29	61.20	64.27
		bi-weekly	3,836	4,028	4,230	4,441	4,663	4,896	5,141
		monthly	8,312	8,728	9,164	9,623	10,104	10,609	11,139
		annual	99,748	104,735	109,972	115,471	121,244	127,306	133,672
POLICE ADMINISTRATIVE MANAGER	Y-RATED	hourly	59.95						
		bi-weekly	4,796						
		monthly	10,392						
		annual	124,705						
POLICE CHIEF	BO	hourly	79.26	83.23	87.39	91.76	96.35	101.16	106.22
		bi-weekly	6,341	6,658	6,991	7,341	7,708	8,093	8,498
		monthly	13,739	14,426	15,147	15,905	16,700	17,535	18,412
		annual	164,869	173,112	181,768	190,856	200,399	210,419	220,940
POLICE RECORDS MANAGER	AQ	hourly	36.81	38.65	40.58	42.61	44.74	46.98	49.32
		bi-weekly	2,945	3,092	3,246	3,409	3,579	3,758	3,946
		monthly	6,380	6,699	7,034	7,385	7,755	8,142	8,549
		annual	76,557	80,385	84,404	88,624	93,056	97,708	102,594
POLICE SERVICES ANALYST	AN	hourly	31.79	33.38	35.05	36.81	38.65	40.58	42.61
		bi-weekly	2,544	2,671	2,804	2,944	3,092	3,246	3,409
		monthly	5,511	5,787	6,076	6,380	6,699	7,034	7,385
		annual	66,133	69,439	72,911	76,557	80,385	84,404	88,624
POLICE SUPPORT SERVICES MANAGER	Y-RATED	hourly	78.23						
		bi-weekly	6,258						
		monthly	13,559						
		annual	162,711						
POLICE VOLUNTEER COORDINATOR	AJ	hourly	24.96	26.20	27.51	28.89	30.33	31.85	33.44
		bi-weekly	1,996	2,096	2,201	2,311	2,427	2,548	2,675
		monthly	4,326	4,542	4,769	5,007	5,258	5,521	5,797
		annual	51,907	54,502	57,227	60,089	63,093	66,248	69,560
PROPERTY AND EVIDENCE MANAGER	AQ	hourly	36.81	38.65	40.58	42.61	44.74	46.98	49.32
		bi-weekly	2,945	3,092	3,246	3,409	3,579	3,758	3,946
		monthly	6,380	6,699	7,034	7,385	7,755	8,142	8,549
		annual	76,557	80,385	84,404	88,624	93,056	97,708	102,594

Salary Range by Job Classification - Effective July 9, 2017

JOB CLASSIFICATION	GRADE	WORK PERIOD	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
PUBLIC AFFAIRS MANAGER	AV	hourly	45.20	47.46	49.84	52.33	54.94	57.69	60.58
		bi-weekly	3,616	3,797	3,987	4,186	4,396	4,615	4,846
		monthly	7,835	8,227	8,638	9,070	9,524	10,000	10,500
		annual	94,023	98,724	103,660	108,843	114,285	119,999	125,999
PUBLIC WORKS DIRECTOR/CITY ENGINEER	BJ	hourly	68.37	71.79	75.38	79.15	83.11	87.26	91.63
		bi-weekly	5,470	5,743	6,031	6,332	6,649	6,981	7,330
		monthly	11,851	12,444	13,066	13,720	14,406	15,126	15,882
		annual	142,218	149,328	156,795	164,635	172,866	181,510	190,585
PUBLIC WORKS DIVISION MANAGER-ENGINEERING	AY	hourly	49.39	51.86	54.46	57.18	60.04	63.04	66.19
		bi-weekly	3,952	4,149	4,357	4,574	4,803	5,043	5,295
		monthly	8,562	8,990	9,439	9,911	10,407	10,927	11,474
		annual	102,741	107,878	113,271	118,935	124,882	131,126	137,682
PUBLIC WORKS DIVISION MANAGER-OPERATIONS	AX	hourly	47.96	50.35	52.87	55.51	58.29	61.20	64.27
		bi-weekly	3,836	4,028	4,230	4,441	4,663	4,896	5,141
		monthly	8,312	8,728	9,164	9,623	10,104	10,609	11,139
		annual	99,748	104,735	109,972	115,471	121,244	127,306	133,672
PURCHASING AGENT	AJ	hourly	24.96	26.20	27.51	28.89	30.33	31.85	33.44
		bi-weekly	1,996	2,096	2,201	2,311	2,427	2,548	2,675
		monthly	4,326	4,542	4,769	5,007	5,258	5,521	5,797
		annual	51,907	54,502	57,227	60,089	63,093	66,248	69,560
PURCHASING AND CONTRACTS MANAGER	AV	hourly	45.20	47.46	49.84	52.33	54.94	57.69	60.58
		bi-weekly	3,616	3,797	3,987	4,186	4,396	4,615	4,846
		monthly	7,835	8,227	8,638	9,070	9,524	10,000	10,500
		annual	94,023	98,724	103,660	108,843	114,285	119,999	125,999
REVENUE MANAGER	AR	hourly	38.65	40.58	42.61	44.74	46.98	49.32	51.79
		bi-weekly	3,092	3,246	3,409	3,579	3,758	3,946	4,143
		monthly	6,699	7,034	7,385	7,755	8,142	8,550	8,977
		annual	80,385	84,404	88,625	93,056	97,709	102,594	107,724
RISK ANALYST	AP	hourly	35.05	36.81	38.65	40.58	42.61	44.74	46.98
		bi-weekly	2,804	2,945	3,092	3,246	3,409	3,579	3,758
		monthly	6,076	6,380	6,699	7,034	7,385	7,755	8,142
		annual	72,912	76,557	80,385	84,404	88,625	93,056	97,709
SR. ACCOUNTANT	AO	hourly	33.38	35.05	36.81	38.65	40.58	42.61	44.74
		bi-weekly	2,671	2,804	2,945	3,092	3,246	3,409	3,579
		monthly	5,787	6,076	6,380	6,699	7,034	7,385	7,755
		annual	69,441	72,913	76,558	80,386	84,405	88,626	93,057
SR. ADMINISTRATIVE ANALYST	AR	hourly	38.65	40.58	42.61	44.74	46.98	49.32	51.79
		bi-weekly	3,092	3,246	3,409	3,579	3,758	3,946	4,143
		monthly	6,699	7,034	7,385	7,755	8,142	8,550	8,977
		annual	80,385	84,404	88,625	93,056	97,709	102,594	107,724
SR. ADMINISTRATIVE ASSISTANT	AJ	hourly	24.96	26.20	27.51	28.89	30.33	31.85	33.44
		bi-weekly	1,996	2,096	2,201	2,311	2,427	2,548	2,675
		monthly	4,326	4,542	4,769	5,007	5,258	5,521	5,797
		annual	51,907	54,502	57,227	60,089	63,093	66,248	69,560

Salary Range by Job Classification - Effective July 9, 2017

JOB CLASSIFICATION	GRADE	WORK PERIOD	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
SR. CIVIL ENGINEER	AU	hourly	43.89	46.08	48.38	50.80	53.34	56.01	58.81
		bi-weekly	3,511	3,686	3,871	4,064	4,268	4,481	4,705
		monthly	7,607	7,987	8,387	8,806	9,246	9,709	10,194
		annual	91,284	95,848	100,640	105,673	110,956	116,504	122,329
SR. CODE ENFORCEMENT OFFICER	AK	hourly	26.83	28.17	29.58	31.06	32.61	34.24	35.95
		bi-weekly	2,146	2,253	2,366	2,484	2,609	2,739	2,876
		monthly	4,650	4,882	5,127	5,383	5,652	5,935	6,231
		annual	55,799	58,589	61,519	64,594	67,824	71,215	74,776
SR. HUMAN RESOURCES SPECIALIST	AN	hourly	31.79	33.38	35.05	36.81	38.65	40.58	42.61
		bi-weekly	2,544	2,671	2,804	2,944	3,092	3,246	3,409
		monthly	5,511	5,787	6,076	6,380	6,699	7,034	7,385
		annual	66,133	69,439	72,911	76,557	80,385	84,404	88,624
SR. IT ANALYST	AQ	hourly	36.81	38.65	40.58	42.61	44.74	46.98	49.32
		bi-weekly	2,945	3,092	3,246	3,409	3,579	3,758	3,946
		monthly	6,380	6,699	7,034	7,385	7,755	8,142	8,549
		annual	76,557	80,385	84,404	88,624	93,056	97,709	102,594
SR. MANAGEMENT ANALYST	AT	hourly	42.61	44.74	46.98	49.32	51.79	54.38	57.10
		bi-weekly	3,409	3,579	3,758	3,946	4,143	4,350	4,568
		monthly	7,385	7,755	8,142	8,550	8,977	9,426	9,897
		annual	88,626	93,057	97,710	102,595	107,725	113,111	118,767
SR. MANAGEMENT AND BUDGET ANALYST	AU	hourly	43.89	46.08	48.38	50.80	53.34	56.01	58.81
		bi-weekly	3,511	3,686	3,871	4,064	4,268	4,481	4,705
		monthly	7,607	7,987	8,387	8,806	9,246	9,709	10,194
		annual	91,284	95,848	100,640	105,673	110,956	116,504	122,329
SR. PLANNER	AR	hourly	38.65	40.58	42.61	44.74	46.98	49.32	51.79
		bi-weekly	3,092	3,246	3,409	3,579	3,758	3,946	4,143
		monthly	6,699	7,034	7,385	7,755	8,142	8,550	8,977
		annual	80,385	84,404	88,625	93,056	97,709	102,594	107,724
SR. TRANSIT PLANNER	AS	hourly	40.58	42.61	44.74	46.98	49.32	51.79	54.38
		bi-weekly	3,246	3,409	3,579	3,758	3,946	4,143	4,350
		monthly	7,034	7,385	7,755	8,142	8,550	8,977	9,426
		annual	84,405	88,625	93,057	97,709	102,595	107,725	113,111
TRAFFIC ENGINEER	AW	hourly	46.56	48.89	51.33	53.90	56.59	59.42	62.39
		bi-weekly	3,725	3,911	4,107	4,312	4,527	4,754	4,991
		monthly	8,070	8,474	8,897	9,342	9,809	10,300	10,815
		annual	96,843	101,685	106,769	112,108	117,713	123,599	129,779
TRANSIT PLANNER	AP	hourly	35.05	36.81	38.65	40.58	42.61	44.74	46.98
		bi-weekly	2,804	2,945	3,092	3,246	3,409	3,579	3,758
		monthly	6,076	6,380	6,699	7,034	7,385	7,755	8,142
		annual	72,912	76,557	80,385	84,404	88,625	93,056	97,709
TRANSIT SYSTEM MANAGER	AX	hourly	47.96	50.35	52.87	55.51	58.29	61.20	64.27
		bi-weekly	3,836	4,028	4,230	4,441	4,663	4,896	5,141
		monthly	8,312	8,728	9,164	9,623	10,104	10,609	11,139
		annual	99,748	104,735	109,972	115,471	121,244	127,306	133,672

EXHIBIT B

FY 2017-18 Proposed Changes to Performance Measures

Division	Measure	Proposed Change	Quarter Target	Annual Target
Economic Development	% increase in commercial property valuation	Deletion	0	0
Economic Development	% of Elk Grove residents employed by Elk Grove's top 25 largest employers	Deletion	N/A	30
Economic Development	Number of net new jobs established within the City	Deletion	N/A	650
Economic Development	Ratio of private investment leveraged per dollar of City assistance provided	Deletion	N/A	3

CITY OF ELK GROVE INVESTMENT POLICY

I. PURPOSE

This statement is intended to provide guidelines for the prudent investment of the City's surplus money in its treasury (hereinafter "Investment Cash") and to outline policies for maximizing the efficiency of the City's Investment Cash management system. The ultimate goal is to enhance the economic status of the City while protecting its pooled Investment Cash.

II. POLICY

It is the policy of the City of Elk Grove to invest public funds in a manner which will provide a sound investment return with maximum security while meeting the daily cash flow demands of the entity and conforming to all state and local statutes governing the investment of public funds. The City of Elk Grove's investment policy has three objectives: (1) protect principal, (2) provide for liquidity needs, and (3) obtain the most reasonable rate of return possible within the first two objectives. The City operates its investment activities under the "prudent investor" standard (see discussion below). This affords a broad spectrum of investment opportunities so long as the investment is deemed prudent and is permissible under current state and local law.

III. SCOPE

This investment policy applies to all liquid financial assets of the City of Elk Grove.

IV. PRUDENT INVESTOR STANDARD

The City Council and all persons authorized to make investment decisions on behalf of the City are trustees and therefore fiduciaries subject to the prudent investor standard. When investing, reinvesting, purchasing, acquiring, exchanging, selling, or managing public funds, a trustee shall act with care, prudence, and diligence considering existing circumstances, general economic conditions and the anticipated needs of the City, to safeguard the principal and maintain the liquidity needs of the City. Within the limitations of this section and considering individual investments as part of an overall strategy, investments may be acquired as authorized by law.

It is the City's full intent, at the time of purchase, to hold all investments until maturity to ensure the return of all invested principal dollars. However, it is realized that market prices of securities will vary depending on economic and interest rate conditions at any point in time. It is further recognized, that in a well diversified investment portfolio, occasional measured losses are inevitable due to economic, bond market or individual security credit analysis. These occasional losses must be considered within the context of the overall investment program objectives and the resultant long term rate-of-return.

The City Treasurer and other individuals assigned to manage the investment portfolio, acting within the intent and scope of the investment policy and other written procedures and exercising due diligence, shall be relieved of personal responsibility and liability for an individual security's credit risk or market price changes, provided deviations from expectations are reported in a timely manner and appropriate action is taken to control adverse developments.

V. OBJECTIVES

The City's cash management system is designed to accurately monitor and forecast expenditures and revenues, thus enabling the City to invest Investment Cash to the fullest extent possible. The City strives to obtain the most reasonable yield possible as long as investments meet the criteria for safety and liquidity.

Safety

Safety of principal is the foremost objective of the investment program. Investments of the City shall be undertaken in a manner which seeks to ensure the preservation of principal in the overall portfolio. To attain this objective, diversification is required in order that potential losses on individual securities do not exceed the income generated from the remainder of the portfolio. Risk associated with an investment refers to the potential loss of principal, interest or a combination of both. The City shall seek to preserve principal by mitigating the two types of risk - credit risk and market risk.

Credit risk - Defined as the risk of loss due to failure of the issuer of a security. Credit risk shall be mitigated by investing in investment grade securities and by diversifying the investment portfolio so that the failure of any one issuer does not unduly harm the City's cash flow.

Market Risk - Defined as market value fluctuations due to overall changes in the general level of interest rates. Market risk shall be mitigated by limiting the weighted average maturity of the City's investment portfolio to three and one-half years, the maximum maturity of any one security to five years, and structuring the portfolio based on historic and current cash flow analysis eliminating the need to sell securities prior to maturity.

Liquidity

The City's investment portfolio shall remain sufficiently liquid to enable the City to meet all operating requirements which might be reasonably anticipated. This goal shall be achieved by maintaining a prudent portion of the City's portfolio in liquid, short-term instruments which can readily be converted to cash if necessary.

Return on Investment

The City's investment portfolio shall be designed with the objective of attaining a sound rate of return throughout budgetary and economic cycles, commensurate with the City's investment risk constraints and the cash flow characteristics of the portfolio. The City will attempt to obtain the most reasonable yield possible when selecting an investment, provided the criteria for safety and liquidity are met.

VI. DELEGATION OF AUTHORITY

In accordance with California Government Code Section 53607, the Elk Grove City Council has authorized the City Treasurer to invest on behalf of the City, to manage the City's investment program consistent with this investment policy, and to maintain a system of internal controls to regulate the activities of subordinate officials.

VII. PUBLIC TRUST

All participants in the investment process shall act as custodians of public funds. Investment officials shall recognize that the investment portfolio is subject to public review and evaluation.

The overall program shall be designed and managed with a degree of professionalism that is worthy of the public trust. In a diversified portfolio it must be recognized that occasional measured losses are inevitable, and must be considered within the context of the overall portfolio's investment return, provided that adequate diversification has been implemented.

VIII. ETHICS AND CONFLICTS OF INTEREST

Officers and employees involved in the investment process shall refrain from personal business activity that conflicts with proper execution of the investment program, or impairs their ability to make impartial investment decisions. Additionally the City Treasurer (Finance Director) and other key finance personnel are required to annually file applicable financial disclosures as required by the Fair Political Practices Commission (FPPC).

IX. QUALIFIED BROKER/DEALERS

The City shall transact business only with qualified banks, savings and loans, and broker/dealers. Investment staff shall investigate dealers who wish to do business with the City to determine that they are adequately capitalized, have no pending legal action against the firm or the individual broker and that they participate in markets appropriate to the City's needs.

The City shall send a copy of the current investment policy to all broker/dealers approved to do business with the City. Confirmation of receipt of this policy shall be considered evidence that the dealer understands the City's investment policies and intends to sell the City only appropriate investments authorized by this investment policy.

X. AUTHORIZED INVESTMENTS

Investment of City funds is governed by the California Government Code Sections 53600 et. seq. Within the context of code limitations, the following investments and their respective additional limitations are authorized:

1. United States Treasury Bills, Bonds, and Notes are those for which the full faith and credit of the United States are pledged for payment of principal and interest. There is no percentage limitation of the portfolio which can be invested in this category.
2. Federal Agency or United States government-sponsored enterprise obligations, participations or other instruments issued by the Government National Mortgage Association (GNMA), the Federal Farm Credit System (FFCB), the Federal Home Loan Bank Board (FHLB), the Federal National Mortgage Association (FNMA), and the Federal Home Loan Mortgage Association (FHLMC) whose principal and interest is fully guaranteed by federal agencies or United States government-sponsored enterprises. There is no percentage limitation of the portfolio which can be invested in this category.
3. Local Agency Investment Fund (LAIF) which is a State of California managed investment pool may be used up to the maximum permitted by California State Government Code, Title 2, Division 4, Part 2, Chapter 2, Article 11, commencing with section 16429.1.

Investments detailed in items 4 through 11 are further restricted to a maximum of 15 percent of the City's Investment Cash, at the time of purchase, in any one issuer name unless further restricted by this policy. A five year maximum maturity limitation is applicable unless further restricted by this policy.

4. Shares of Beneficial Interest issued by a Joint Powers Authority, including the Investment Trust of California, CalTRUST which is a Joint Powers Authority managed investment pool permitted as an investment type by California State Government Code, Section 6500 and 6509.7. The city can invest in this category, provided the City is a member of the Joint Powers Authority and therefore a voting member. Each of the Short Term, Medium Term or Long Term Account managed by CalTRUST is an eligible investment. Investments in any one fund or in the aggregate of this investment type, shall not exceed 30% of the City's investment portfolio at the time of purchase.

5. Bills of exchange or time drafts drawn on and accepted by commercial banks, otherwise known as bankers' acceptances. Bankers' acceptances purchased may not exceed 180 days to maturity or 40% of the City's Investment Cash at the time of purchase.

6. Commercial paper of "prime" quality of the highest ranking or of the highest letter and numerical rating of P1/A1 or A1+/F1 or F1+ as provided for by Moody's Investors Service, Inc., Standard and Poor's Corporation, or Fitch Ratings. Additionally, the entity issuing the commercial paper must have a long term credit rating of A2/A/A by one of either Moody's Investors Service, Inc., Standard and Poor's Corporation, or Fitch Ratings, respectively. Purchases of commercial paper may not exceed 25% of the City's Investment Cash, nor may those purchases exceed 270 days to maturity, nor represent more than 10% of the outstanding paper of the issuing corporation. Investment in any one institution may not exceed more than 10% of the City's Investment Cash at the time of purchase.

7. Negotiable certificates of deposit issued by nationally or state chartered banks or state or federal savings institutions. Purchases of negotiable certificates of deposit may not exceed 30% of the City's Investment Cash at the time of purchase. Investment in any one institution may not exceed more than 5% of the City's Investment Cash at the time of purchase.

8. Repurchase agreements which specify terms and conditions may be transacted with banks and broker/dealers. Investment in repurchase agreements may not exceed 20% of the City's Investment Cash at the date entered into. The maturity of the repurchase agreements shall not exceed 90 days. The market value of the securities used as collateral for the repurchase agreements shall be monitored by the investment staff and shall not be allowed to fall below 102% of the value of the repurchase agreement. A Master Repurchase Agreement must be executed with the bank or dealer prior to investing in a Repurchase Agreement.

9. Reverse repurchase agreements which specify terms and conditions may be transacted with broker/dealers and financial institutions but can not exceed 20% of the portfolio value on the date entered into.

10. Time deposits, non negotiable and collateralized in accordance with the California Government Code, may be purchased through banks or savings and loan associations. Since time deposits are not liquid, no more than 25% of the investment portfolio may be

invested in this investment type. Investment in any one institution may not exceed more than 5% of the City's Investment Cash at the time of purchase.

11. Medium Term Corporation Notes, with a maximum maturity of five years may be purchased. Securities eligible for investment shall be rated A2/A/A or better by at least one of either Moody's, Standard & Poor's or Fitch Ratings, respectively. Purchase of medium term notes may not exceed 30% of the City's Investment Cash at the time of purchase and no more than 15% of the City's Investment Cash, at the time of purchase, may be invested in notes issued by one corporation. Commercial paper holdings, as identified by item 6 in this section, should also be included when calculating the 15% limitation.

12. Shares of beneficial interest issued by diversified management companies (Money market and mutual funds) may have no more than 10% of total assets in any one mutual fund investing in instruments as authorized above. Various daily cash funds administered for or by trustees, paying agents and custodial banks contracted by the City of Elk Grove may be purchased as allowed under State of California Government Code. Only funds holding U.S. Treasury or government agency obligations can be utilized. Investment in money market and mutual funds may not exceed 20% of the City's Investment Cash at the time of purchase.

13. Municipal Securities of any California Local Agency including bonds, notes, warrants, or other indebtedness, provided the issuer has a minimum credit rating of A2/A/A by either Moody's, Standard & Poor's or Fitch Ratings. The City may also purchase its own issued debt, but may not resell its own debt before maturity without first obtaining a tax exempt redetermination opinion from legal counsel. Purchases of Municipal Securities shall not exceed 20% of the City's investment portfolio at the time of purchase. Investment in any one issuer shall not exceed 5% at the time of purchase. Maturity shall be limited to a maximum of 60 months from the date of purchase. Purchases of Municipal Securities of any local agency outside of California are not permitted.

14. Municipal Securities of the State of California, or any of the other 49 states in addition to California, including bonds payable solely out of the revenues from a revenue-producing property owned, controlled, or operated by a state or by a department, board, agency, or authority of the State of California, or any of the other 49 states, in addition to California. Provided the issuer has a minimum credit rating of A2/A/A by either Moody's, Standard & Poor's or Fitch Ratings.

Ineligible investments, those that are not described herein, including but not limited to, common stocks or long term (over five years in maturity) notes and bonds, are prohibited from use in this portfolio.

Following is a table summarizing allowable investments for the City:

INVESTMENT TYPE	MAXIMUM % OF PORTFOLIO	MINIMUM QUALITY REQUIREMENTS
U.S. Treasury Bills, Notes and Bonds	0 to 100%	None
Federal Agency/U.S. Government-sponsored obligations	0 to 100%	None
Local Agency Investment Fund (LAIF)	Per Govt. Code 16429.1	None
Joint Powers Authority Pool	0 to 30%	None
Bankers' Acceptances	0 to 40%	None
Commercial Paper	0 to 25%	Credit rating of P1/A1 or A1+/F1 or F1+ or higher by Moody's, S&P or Fitch
Certificates of Deposit	0 to 30%	National or State-chartered banks or Fed. Savings institutions
Repurchase Agreements	0 to 20%	None
Reverse Purchase Agreements	0 to 20%	None
Time Deposits	0 to 25%	None
Medium Term Corporation Notes	0 to 30%	A/A2/A or better
Money Market and Mutual Funds	0 to 20%	Only funds holding U.S. Treasury or Govt. agency obligations may be used
Municipal Securities (50 States or California Local Agencies)	0 to 20%	Minimum A2/A/A credit rating by Moody's, S&P or Fitch

XI. INVESTMENT POOLS/MUTUAL FUNDS

Government sponsored pools and money market mutual funds are excellent short-term cash management facilities. These pools/funds can provide safety, liquidity and yield in a single investment instrument. In addition, these funds provided additional diversity in that each share of the fund is a composite of the funds entire portfolio of various maturity lengths, asset classes and specific investments.

XII. COLLATERALIZATION

Collateralization shall be required on two types of investments:

1. Certificates of Deposit in excess of the amount federally insured, and
2. Repurchase agreements.

For Certificates of Deposit in excess of the amount federally insured, the general collateralization level shall be 110% of the amount invested. If the security used for collateral is a mortgage backed security, the collateralization level shall be 150% of the amount invested (government code sec. 53652).

For repurchase agreements, the collateralization level shall be at least 102% of the market value of the agreement.

The collateral shall be held by an independent third party with whom the entity has a current custodial agreement and the right of collateral substitution is granted. In order to conform with the provisions of the Federal bankruptcy code which provides for liquidation of securities held as collateral, the only securities acceptable as collateral shall be certificates of deposit, commercial paper, eligible bankers' acceptances, medium term notes or securities that are the direct obligations of, or are fully guaranteed as to principal and interest by the United States or any agency of the United States.

XIII. SAFEKEEPING AND CUSTODY

All security transactions, including collateral for repurchase agreements, entered into by the City shall be conducted on a delivery versus payment (DVP) basis, and shall be delivered to the City or the City's designated custodian upon receipt of payment by the City.

All securities that may be purchased, including collateral for repurchase agreements, shall be held by a third party custodian designated by the Treasurer. These securities shall be held in the City's name and control and third party custody shall be evidenced by safekeeping receipts. The third party custodian shall send the City, on a monthly basis, a statement of what is safe-kept and this statement shall be reconciled to the City's record on a monthly basis. Securities held in custody for the City shall be independently audited on an annual basis to verify investment holdings.

XIV. DIVERSIFICATION INVESTMENT

The City's investment portfolio shall be diversified to avoid incurring unreasonable and avoidable risks with regard to specific investment types. Within investment types, the City shall also maintain a mix of securities to avoid concentrations within individual financial institutions, geographic areas, industry types and maturity dates.

XV. MAXIMUM MATURITIES

To the extent possible, the City of Elk Grove shall attempt to match its investments with anticipated cash flow requirements. Unless matched to a specific cash flow, the City shall not directly invest in securities maturing more than 5 years from the date of purchase.

XVI. INTERNAL CONTROL

The City Treasurer shall conduct an annual review of the investment program. This process may include testing of the investment program by the City's external auditor to determine the extent of compliance with the Investment Policy.

All wire transfers initiated by the Finance Department will be confirmed to the appropriate financial institution. Proper documentation obtained from confirmations and cash disbursement wire transfers is required for each investment transaction. Timely bank reconciliations are conducted to ensure proper handling of all transactions.

XVII. PERFORMANCE STANDARDS

The City's investment portfolio shall be designed with the objective of attaining a sound rate of return throughout budgetary and economic cycles, taking into account the City's investment risk constraints and the cash flow characteristics of the portfolio.

XVIII. PORTFOLIO MANAGEMENT ACTIVITY

The investment program shall seek to attain returns consistent with the intent of this policy, identified risk limitations and prudent investment principals. These objectives shall be achieved by use of the following strategies:

Active Portfolio Management

Through active fund and cash-flow management taking advantage of current economic and interest rate trends, the portfolio yield may be enhanced with limited and measurable increases in risk by extending the weighted maturity of the City's Investment Cash.

Portfolio Maturity Management

When structuring the maturity composition of the portfolio, the city shall evaluate current and expected interest rate yields and necessary cash flow requirements. It is recognized that in normal market conditions longer maturities produce higher yields. However, the securities with longer maturities also experience greater price fluctuations when the level of interest rates change.

Security Swaps

The City may take advantage of security swap opportunities to improve the overall portfolio yield. A swap which improves the portfolio yield may be selected even if the transactions result in an accounting loss. Documentation for swaps shall be included in the City's permanent investment file documents.

XIX. PERIODIC TREASURY REPORTS

The City Treasurer shall review and render monthly reports to the City Manager and City Council which shall include the par value and cost of the investment, the type of investment, the name of the issuer, the coupon rate of interest, the maturity date, and the current market value.

XX. LEGISLATIVE CHANGES

Any State of California legislative action, that further restricts allowable maturities, investment type or percentage allocations, shall be incorporated into the City of Elk Grove's Investment Policy and shall supersede any and all previous applicable language.

XXI. INTEREST EARNINGS

All interest earned and collected from investments authorized in this policy shall be allocated monthly to all pooled cash funds based on the cash balance in each fund as a percentage of the entire pooled portfolio.

XXII. LIMITING MARKET VALUE EROSION

It is the general policy of the City to limit the potential effects from erosion in market values by adhering to the following guidelines:

- All immediate and anticipated liquidity requirements shall be addressed prior to purchasing investments.
- Maturity dates for investments shall coincide with significant cash flow requirements, where possible, to assist with cash requirements at maturity.
- All securities shall be purchased with the intent to hold all investments to maturity. However, economic or market conditions may change, making it in the City's best interest to sell or trade a security prior to maturity.

XXIII. STATEMENT OF INVESTMENT POLICY

The City of Elk Grove's Investment Policy shall be adopted by Resolution of the City Council. This investment policy shall be reviewed at least annually to ensure its consistency with the overall objectives of preservation of principal, liquidity and yield, and its relevance to current law and financial and economic trends. Any amendments to the policy shall be forwarded to the City Council for approval.

XXIV. GLOSSARY OF TERMS

Bankers' Acceptance (BA) - A draft or bill of exchange accepted by a bank or trust company. The accepting institution guarantees payment of the bill, as well as the issuer.

Broker - A broker brings buyers and sellers together for a commission.

Certificate of Deposit – A time deposit with a specific maturity evidenced by a certificate. Large-denomination CD's are typically negotiable. CD's may be eligible for FDIC insurance.

Collateral - Securities, evidence of deposit or pledges to secure repayment of a loan. Also refers to securities pledged by a bank to secure deposit of public moneys.

Custody - A banking service that provides safekeeping for the individual securities in a customer's investment portfolio under a written agreement which also calls for the bank to collect and pay out income, to buy, sell, receive and deliver securities when ordered to do so by the principal.

Delivery vs. Payment (DVP) - Delivery of securities with a simultaneous exchange of money for the securities.

Diversification - Dividing investment funds among a variety of securities offering independent returns and risk profiles.

Federal Home Loan Banks (FHLB) - Government sponsored wholesale banks which lend funds and provide correspondent banking services to member commercial banks, thrifty institutions, credit unions and insurance companies. The mission of the FHLBs is to liquefy the housing related assets of its members who must purchase stock in their district Bank.

Federal Home Loan Mortgage Corporation (FHLMC) – The FHLMC was created under the Federal Home Loan Mortgage Act, Title III of the Emergency Home Finance Act of 1970 as a stockholder owned government-sponsored enterprise. Freddie Mac, as the corporation is called, is charged with providing stability and assistance to the secondary home mortgage market by buying first mortgages and participation interests and reselling these securities in the form of guaranteed mortgage securities. Although agency obligations are not explicitly guaranteed by the federal government, the rating agencies believe that in the unlikely event of financial difficulties, the federal government will support the agency to the extent necessary to provide for full and timely payment on their securities.

Federal National Mortgage Association (FNMA) - FNMA, like GNMA was chartered under the Federal National Mortgage Association Act in 1938. FNMA is a federal corporation working under the auspices of the Department of Housing and Urban Development (HUD). It is the largest single provider of residential mortgage funds in the United States. Fannie Mae, as the corporation is called, is a private stockholder-owned corporation. The corporation's purchases include a variety of adjustable mortgages and second loans, in addition to fixed-rate mortgages. FNMA's securities are also highly liquid and are widely accepted. FNMA assumes and guarantees that all security holders will receive timely payment of principal and interest.

Government National Mortgage Association (GNMA) – Securities influencing the volume of bank credit guaranteed by GNMA and issued by mortgage bankers, commercial banks, savings and loan associations and other institutions. Security holder is protected by the full faith and credit of the U.S. Government. Ginnie Mae securities, are backed by the FHA, VA, or FmHA mortgages. The term "pass-throughs" is often used to describe Ginnie Maes.

Interest Rate - The annual yield earned on an investment, expressed as a percentage.

Liquidity - Refers to the ability to rapidly convert an investment into cash with minimal risk of losing some portion of principal and/or interest.

Master Repurchase Agreement - A written contract covering all future transactions between the parties to repurchase and/or reverse repurchase agreements that establish each party's rights in the transactions. A master agreement will offer specify, among other things, the right of the buyer-lender to liquidate the underlying securities in the event of default by the seller-borrower.

Maturity - The date upon which the principal or stated value of an investment becomes due and payable.

Money Market - The market in which short-term debt instruments (bills, commercial paper, banker's acceptances, etc.) are issued and traded.

Municipal Securities of Local Agencies – Debt securities issued by states, cities, counties and other governmental entities to fund day-to-day obligations and to finance capital projects. The purchase of municipal securities is a loan to the bond issuer in exchange for regular interest payments and the return of the original investment.

Prudent Investor - An investment standard. In some states the law requires that a fiduciary, such as a trustee, may invest money only a list of securities selected by the custody state - the so-called legal list. In other states the trustee may invest in a security if it is one which would be brought by a prudent person of discretion and intelligence who is seeking a reasonable income and preservation of capital.

Rate of Return - The yield obtainable on a security based on its purchase price or its current market price. This may be the amortized yield to maturity on a bond or the current income return.

Repurchase Agreement (RP or REPO) - A holder of securities sells these securities to an investor with an agreement to repurchase them at a fixed price on a fixed date. The security "buyer" in effect lends the "seller" money for the period of the agreement, and the terms of the agreement are structured to compensate him for this. Dealers use RP extensively to finance their positions. Exception: When the Fed is said to be doing RP, it is lending money, that is, increasing bank reserves.

Reverse Repurchase Agreement (Reverse REPO) - A transaction where the seller (City) agrees to buy back from the buyer (bank) the securities at an agreed upon price after a stated period of time.

Risk - Degree of uncertainty of return on an asset.

Treasury Bills – A non-interest bearing discount security issued by the U.S. Treasury to finance the national debt. Most bills are issued to mature in three months, six months, or one year.

Treasury Bonds - Long-term coupon-bearing U. S. Treasury securities issued as direct obligations of the U. S. Government and having initial maturities of more than ten years.

Treasury Notes - Medium-term coupon-bearing U. S. Treasury securities issued as direct obligations of the U. S. Government and having initial maturities from two to ten years.

Yield - The rate of annual income return on an investment, expressed as a percentage. It is obtained by dividing the current dollar income by the current market price of the security.

Yield to Maturity - The rate of income return on an investment, minus any premium or plus any discount, with the adjustment spread over the period from the date of purchase to the date of maturity of the bond, expressed as a percentage.

(Place on letterhead, sign, and return to City)

Investment Firm Certification Form

As an authorized representative of the undersigned firm, I hereby certify that our firm has received a copy of the City of Elk Grove's Investment Policy, has read it, and will work within the guidelines of the policy when conducting business with, and providing services to the City.

All employees of the firm dealing with the City of Elk Grove have been and will be routinely informed of the City's investment objectives, policies, risk constraints and other pertinent factors.

Name of Authorized Representative

Title

Signature

Date

CERTIFICATION
ELK GROVE CITY COUNCIL RESOLUTION NO. 2017-140

STATE OF CALIFORNIA)
COUNTY OF SACRAMENTO) ss
CITY OF ELK GROVE)

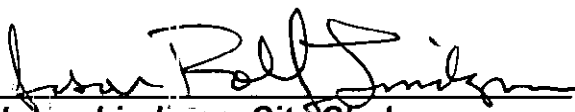
I, Jason Lindgren, City Clerk of the City of Elk Grove, California, do hereby certify that the foregoing resolution was duly introduced, approved, and adopted by the City Council of the City of Elk Grove at a regular meeting of said Council held on June 14, 2017 by the following vote:

AYES: **COUNCILMEMBERS:** *Ly, Detrick, Hume, Nguyen, Suen*

NOES: **COUNCILMEMBERS:** *None*

ABSTAIN: **COUNCILMEMBERS:** *None*

ABSENT: **COUNCILMEMBERS:** *None*



Jason Lindgren, City Clerk
City of Elk Grove, California