

RESOLUTION NO. 5860

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LA HABRA REPEALING AND REPLACING RESOLUTION NO. 5749 PERTAINING TO A COMPENSATION PLAN FOR THE LA HABRA POLICE ASSOCIATION - SWORN PERSONNEL

WHEREAS, the City Council of the City of La Habra, California adopted Resolution No. 5749 on June 20, 2016; and

WHEREAS, the City Council desires to repeal and replace said Resolution.

NOW, THEREFORE, the City Council of the City of La Habra does hereby resolve as follows:

SALARY PLAN

Section 1. Police Sworn. That there hereby is established a compensation plan for those monthly and hourly employees of the City who are now, or who may hereafter be, employed in the Police Sworn Group. Attached is Exhibit "A" indicating the salaries for classifications of this employee group.

PASSED, APPROVED AND ADOPTED this 6th day of August, 2018.



Tim Shaw, Mayor

Attest:



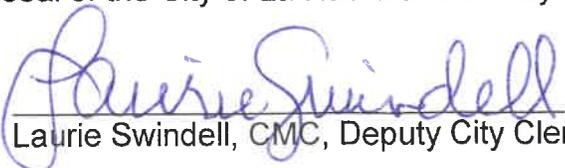
Laurie Swindell, CMC, Deputy City Clerk

STATE OF CALIFORNIA)
COUNTY OF ORANGE) SS.
CITY OF LA HABRA)

I, Laurie Swindell, Deputy City Clerk for the City of La Habra, do hereby certify that the above and foregoing is a true and correct copy of Resolution No. 5860 introduced and adopted at a Regular Meeting of the City Council of the City of La Habra held on the 6th day of August, 2018 by the following roll call vote:

AYES: COUNCILMEMBERS: BEAMISH, GOMEZ, ESPINOZA, BLAZEY, SHAW
NOES: COUNCILMEMBERS: NONE
ABSTAIN: COUNCILMEMBERS: NONE
ABSENT: COUNCILMEMBERS: NONE

Witness my hand and the official seal of the City of La Habra this 6th day of August, 2018.



Laurie Swindell, CMC, Deputy City Clerk

Police Sworn

One-time Pay Adjustment:

Based on the salary schedule in effect on June 30, 2018, the City will provide a one-time lump sum pay adjustment of two percent (2%) to all full-time employees. The calculation of the one-time pay adjustment will be as follows: base hourly rate x 2,080 hours x .02.

Prior to June 30, 2019, the City will provide a one-time lump sum pay adjustment of two percent (2%) to all full-time employees. The calculation of the one-time pay adjustment will be as follows: base hourly rate x 2,080 hours x .02.

Prior to June 30, 2020, the City will provide a one-time lump sum pay adjustment of two percent (2%) to all full-time employees. The calculation of the one-time pay adjustment will be as follows: base hourly rate x 2,080 hours x .02.

Public Employees' Retirement System/Retirement:

Effective July 1, 2018, all employees designated as "Classic" PERS members (Tier 1 and Tier 2) will contribute an additional 1% of compensation earnable toward CalPERS required employer contribution as pension cost sharing.

Effective July 1, 2019, all employees designated as "Classic" PERS members (Tier 1 and Tier 2) will contribute an additional 1% of compensation earnable toward CalPERS required employer contribution as pension cost sharing.

Effective July 1, 2020, all employees designated as "Classic" PERS members (Tier 1 and Tier 2) will contribute an additional 1% of compensation earnable toward CalPERS required employer contribution as pension cost sharing.

Field Training Officer Pay:

Police Corporals will be eligible to receive 2.5% field training officer pay only during the time while training new sworn employees.

Insurance:

Effective December 1, 2018, the City will increase its insurance contribution by \$40 per month to a maximum of \$1,370 per month on a use or lose basis.

Effective December 1, 2019, the City will increase insurance contribution by \$40 per month to a maximum of \$1,410 per month on a use or lose basis.

Effective December 1, 2020, the City will increase its insurance contribution by \$40 per month to a maximum of \$1,450 per month on a use or lose basis.

Opt-out Medical Contribution:

Effective December 1, 2018, the City will increase the opt-out contribution by \$25 per month to a maximum of \$265 per month.

Effective December 1, 2019, the City will increase the opt-out contribution by \$25 per month to a maximum of \$290 per month.

Uniform Allowance:

Effective July 1, 2018, the City will increase the uniform allowance by \$50 per year to a maximum of \$1,000 per year.

Effective July 1, 2019, the City will increase the uniform allowance by \$50 per year to a maximum of \$1,050 per year.

Effective July 1, 2020, the City will increase the uniform allowance by \$50 per year to a maximum of \$1,100 per year.

EXHIBIT "A"

EFFECTIVE JULY 7, 2018		START	AFTER			MERIT +	ONE YEAR		
POLICE - SWORN		RATE	6 MOS	-----	-----	IN PRIOR	STEP ----	-----	-----
	RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
POLICE OFFICER	P-40	35.008	36.759	38.597	40.527	42.553	43.842	45.642	46.783
POLICE CORPORAL	P-70	38.840	40.782	42.821	44.962	47.210	48.641	50.637	51.903
POLICE SERGEANT	P-80	45.050	47.302	49.667	52.151	54.758	56.417	58.733	60.201
POLICE LIEUTENANT	P-90	55.648	58.431	61.352	64.420	67.641	69.690	72.550	74.364

EFFECTIVE JULY 6, 2019		START	AFTER			MERIT +	ONE YEAR		
POLICE - SWORN		RATE	6 MOS	-----	-----	IN PRIOR	STEP ----	-----	-----
	RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
POLICE OFFICER	P-40	36.058	37.861	39.754	41.742	43.829	45.157	47.010	48.186
POLICE CORPORAL	P-70	40.005	42.005	44.106	46.311	48.627	50.100	52.156	53.460
POLICE SERGEANT	P-80	46.402	48.722	51.158	53.716	56.401	58.110	60.495	62.007
POLICE LIEUTENANT	P-90	57.317	60.183	63.192	66.352	69.670	71.781	74.727	76.595

EFFECTIVE JULY 4, 2020		START	AFTER			MERIT +	ONE YEAR		
POLICE - SWORN		RATE	6 MOS	-----	-----	IN PRIOR	STEP ----	-----	-----
	RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
POLICE OFFICER	P-40	37.140	38.997	40.947	42.994	45.144	46.511	48.420	49.631
POLICE CORPORAL	P-70	41.205	43.265	45.429	47.700	50.085	51.603	53.720	55.063
POLICE SERGEANT	P-80	47.794	50.184	52.693	55.328	58.094	59.854	62.311	63.868
POLICE LIEUTENANT	P-90	59.037	61.988	65.088	68.342	71.759	73.934	76.968	78.892