

RESOLUTION NO. 5861

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LA HABRA REPEALING AND REPLACING RESOLUTION NO. 5778 PERTAINING TO A COMPENSATION PLAN FOR MANAGEMENT, POLICE MANAGEMENT, AND EXECUTIVE MANAGEMENT EMPLOYEES

WHEREAS, the City Council of the City of La Habra, California adopted a compensation plan in Resolution No. 5778 on November 21, 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. Annual Employees. The established compensation plan for those employees in the Management, Police Management, and Executive Management classifications include range adjustments, elimination of a second salary schedule, and a 1% salary adjustments as part of pension cost sharing. Attached are Exhibits "A" and "B" indicating the salaries for classifications of these employee groups.

PASSED, APPROVED AND ADOPTED THIS 6TH DAY OF AUGUST, 2018.



Tim Shaw, Mayor

ATTEST:



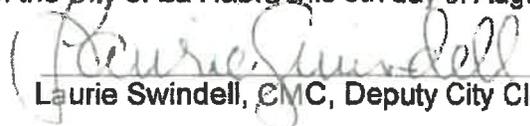
Laurie Swindell, CMC, Deputy City Clerk

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. 5861 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

Management/Public Safety Management/Executive Management

Public Employees' Retirement System/Retirement: Management and Executive Management Only

Effective July 7, 2018, all Management and Executive Management employees will contribute an additional 1% of compensation earnable toward CalPERS required employer contribution as cost sharing.

Public Employees' Retirement System/Retirement: Public Safety Management and Public Safety Executive Management Only

Effective July 7, 2018, all Public Safety Management and Public Safety Executive Management 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 the first full pay period in July, 2019, all Public Safety Management and Public Safety Executive Management 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 the first full pay period July 2020, all Public Safety Management and Public Safety Executive Management 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.

Salary Range Adjustments: Management, Public Safety Management, and All Executive Management

Progressive salary grid and range adjustments shall be determined each fiscal year based on the median Orange County market benchmark survey.

One-time Pay Adjustment: Management, Public Safety Management, and All Executive Management

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%) of annual pay to all full-time Management, Public Safety Management, and Executive Management employees. The calculation of the one-time pay adjustment will be as follows: base hourly rate x 2,080 x .02.

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

Insurance Contribution: Management only

Effective December 1, 2018, the City will increase its insurance contribution by \$100 per month to a maximum of \$1,270 per month, on a use or lose basis.

Effective December 1, 2019, the City will increase its insurance contribution by \$100 per month to a maximum of \$1,370 per month, on a use or lose basis.

Effective December 1, 2020, the City will increase its insurance contribution by \$80 per month to a maximum of \$1,450 per month, on a use or lose basis.

Insurance Contribution: Public Safety Management only

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 its 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: Management only

Effective December 1, 2018, the City will increase the opt-out contribution by \$60 per month to a maximum of \$240 per month.

Effective December 1, 2019, the City will increase the opt-out contribution by \$50 per month to a maximum of \$290 per month.

Opt-out: Public Safety Management only

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.

Holiday: Management and Executive Management only

The City will add Martin Luther King Day as a paid holiday.

Uniform Allowance: *Public Safety Management and Public Safety Executive Management only*

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.

Sick Leave Accrual: *Public Safety Management and Public Safety Executive Management only*

Effective August 4, 2018, the City agrees to increase the sick time accrual to 10 hours per month.