

RESOLUTION NO. 2018-27

A RESOLUTION OF CITY COUNCIL OF THE CITY OF LOS ALAMITOS, CALIFORNIA, APPROVING THE SALARY SCHEDULE FOR EXECUTIVE MANAGEMENT AND NON-REPRESENTED EMPLOYEES EFFECTIVE AUGUST 20, 2018 AND REPEALING ALL EXHIBITS OF RESOLUTION NO. 2018-22

WHEREAS, the City of Los Alamitos amends the salary schedule for Executive Management and Non-Represented employees; and,

WHEREAS, the new salary schedule adds a salary range for Finance Director and will become effective August 20, 2018; and,

WHEREAS, this Resolution is intended to repeal and replace all exhibits of Resolution No. 2018-22.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF LOS ALAMITOS DOES RESOLVE AS FOLLOWS:

SECTION 1. The City Council of the City of Los Alamitos, California, finds that the above recitals are true and correct.

SECTION 2. The City of Los Alamitos Non-Represented Salary Schedules, attached hereto as Exhibits A1, A2, B1, and B2, are hereby approved, effective August 20, 2018, and shall supersede and replace all exhibits of Resolution No. 2018-22.

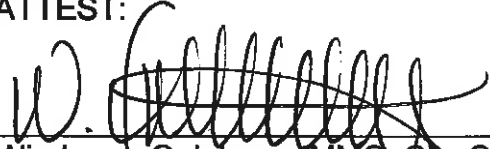
SECTION 3. The City Clerk shall certify as to the adoption of this Resolution.

PASSED, APPROVED, AND ADOPTED this 20th day of August 2018.



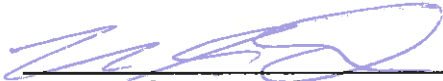
Warren Kusumoto, Mayor Pro Tem

ATTEST:



Windmera Quintanar, MMC, City Clerk

APPROVED AS TO FORM:



Michael S. Daudt, City Attorney

STATE OF CALIFORNIA)
COUNTY OF ORANGE) ss
CITY OF LOS ALAMITOS)

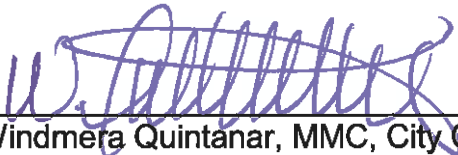
I, Windmera Quintanar, MMC, City Clerk, of the City of Los Alamitos, do hereby certify that the foregoing Resolution was adopted at a regular meeting of the City Council held on the 20th day of August, 2018, by the following vote, to wit:

AYES: COUNCILMEMBERS: Hasselbrink, Murphy, Chirco, Kusumoto

NOES: COUNCILMEMBERS: None

ABSENT: COUNCILMEMBERS: Edgar

ABSTAIN: COUNCILMEMBERS: None



Windmera Quintanar, MMC, City Clerk

CITY OF LOS ALAMITOS NON-REPRESENTED EMPLOYEES
SALARY SCHEDULE
Tier 1
Effective August 20, 2018

| CLASS CODE | CLASSIFICATION TITLE | RANGE NO. | EMPLOYMENT CATGY/FLSA | STEP A | STEP B | STEP C | STEP D | STEP E | |
|------------|--------------------------------|-----------|-----------------------|-----------|---------|---------|---------|---------|---------|
| 320 | Deputy City Clerk | 332 | C - E | HOURLY | 31.44 | 33.01 | 34.66 | 36.39 | 38.21 |
| | | | | BI-WEEKLY | 2,515 | 2,641 | 2,773 | 2,911 | 3,057 |
| | | | | MONTHLY | 5,450 | 5,722 | 6,008 | 6,308 | 6,623 |
| | | | | ANNUAL | 65,395 | 68,661 | 72,093 | 75,691 | 79,477 |
| 330 | Assistant to the City Manager | 333 | C - E | HOURLY | 38.81 | 40.75 | 42.79 | 44.93 | 47.18 |
| | | | | BI-WEEKLY | 3,105 | 3,260 | 3,423 | 3,594 | 3,774 |
| | | | | MONTHLY | 6,727 | 7,063 | 7,417 | 7,788 | 8,178 |
| | | | | ANNUAL | 80,725 | 84,760 | 89,003 | 93,454 | 98,134 |
| 350 | Community Services Manager | 350 | MM - E | HOURLY | 38.84 | 41.32 | 43.96 | 46.77 | 49.75 |
| | | | | BI-WEEKLY | 3,107 | 3,306 | 3,517 | 3,742 | 3,980 |
| | | | | MONTHLY | 6,732 | 7,162 | 7,620 | 8,107 | 8,623 |
| | | | | ANNUAL | 80,787 | 85,946 | 91,437 | 97,282 | 103,480 |
| 360 | Public Services Superintendent | 360 | MM - E | HOURLY | 38.97 | 40.92 | 42.97 | 45.12 | 47.38 |
| | | | | BI-WEEKLY | 3,118 | 3,274 | 3,438 | 3,610 | 3,790 |
| | | | | MONTHLY | 6,755 | 7,093 | 7,448 | 7,821 | 8,213 |
| | | | | ANNUAL | 81,058 | 85,114 | 89,378 | 93,850 | 98,550 |
| 380 | Support Services Manager | 369 | MM - E | HOURLY | 47.19 | 49.55 | 52.03 | 54.63 | 57.36 |
| | | | | BI-WEEKLY | 3,775 | 3,964 | 4,162 | 4,370 | 4,589 |
| | | | | MONTHLY | 8,180 | 8,589 | 9,019 | 9,469 | 9,942 |
| | | | | ANNUAL | 98,155 | 103,064 | 108,222 | 113,630 | 119,309 |
| 390 | Police Captain | 395 | MM - E | HOURLY | 58.98 | 61.93 | 65.03 | 68.28 | 71.69 |
| | | | | BI-WEEKLY | 4,718 | 4,954 | 5,202 | 5,462 | 5,735 |
| | | | | MONTHLY | 10,223 | 10,735 | 11,272 | 11,835 | 12,426 |
| | | | | ANNUAL | 122,678 | 128,814 | 135,262 | 142,022 | 149,115 |

Employment Category

A = At Will

C = Confidential

MM = Mid-Management

Fair Labor Standards Act Classification

NE = Non Exempt from Overtime

E = Exempt from overtime

Exhibits A1 and A2 represent the salary ranges for non-represented employees appointed **before** December 16, 2013.

Exhibits B1 and B2 represent the salary ranges for non-represented employees appointed **after** December 16, 2013.

**CITY OF LOS ALAMITOS EXECUTIVE MANAGEMENT
SALARY SCHEDULE
Tier 1
Effective August 20, 2018**

| CLASS CODE | CLASSIFICATION TITLE | RANGE NO. | EMPLOYMENT CATGY/FLSA | | STEP A | STEP B | STEP C | STEP D | STEP E |
|------------|--------------------------------------|-----------|-----------------------|-----------|---------|---------|---------|---------|---------|
| 370 | City Clerk | 357 | A - E | HOURLY | 39.71 | 41.70 | 43.79 | 45.98 | 48.28 |
| | | | | BI-WEEKLY | 3,177 | 3,336 | 3,503 | 3,678 | 3,862 |
| | | | | MONTHLY | 6,883 | 7,228 | 7,590 | 7,970 | 8,369 |
| | | | | ANNUAL | 82,597 | 86,736 | 91,083 | 95,638 | 100,422 |
| 385 | Finance Director | | A - E | HOURLY | 51.20 | 56.31 | 61.44 | 65.86 | 71.67 |
| | | | | BI-WEEKLY | 4,096 | 4,505 | 4,915 | 5,269 | 5,734 |
| | | | | MONTHLY | 8,875 | 9,760 | 10,650 | 11,416 | 12,423 |
| | | | | ANNUAL | 106,496 | 117,125 | 127,795 | 136,989 | 149,074 |
| 400 | Administrative Services Director | E1 | A - E | HOURLY | 53.76 | 59.13 | 64.51 | 69.15 | 75.25 |
| 430 | Recreation & Community Svcs Director | E1 | A - E | BI-WEEKLY | 4,301 | 4,730 | 5,161 | 5,532 | 6,020 |
| | | | | MONTHLY | 9,318 | 10,249 | 11,182 | 11,986 | 13,043 |
| | | | | ANNUAL | 111,821 | 122,990 | 134,181 | 143,832 | 156,520 |
| 410 | Development Services Director | 410 | A - E | HOURLY | 56.45 | 62.08 | 67.74 | 72.61 | 79.00 |
| | | | | BI-WEEKLY | 4,516 | 4,966 | 5,419 | 5,809 | 6,320 |
| | | | | MONTHLY | 9,785 | 10,761 | 11,742 | 12,586 | 13,693 |
| | | | | ANNUAL | 117,416 | 129,126 | 140,899 | 151,029 | 164,320 |
| 440 | Police Chief | E2 | A - E | HOURLY | 62.54 | 68.78 | 75.04 | 81.29 | 87.55 |
| | | | | BI-WEEKLY | 5,003 | 5,502 | 6,003 | 6,503 | 7,004 |
| | | | | MONTHLY | 10,840 | 11,922 | 13,007 | 14,090 | 15,175 |
| | | | | ANNUAL | 130,083 | 143,062 | 156,083 | 169,083 | 182,104 |
| 450 | Assistant City Manager | E3 | A - E | HOURLY | 66.44 | 73.09 | 79.74 | 86.39 | 93.01 |
| | | | | BI-WEEKLY | 5,315 | 5,847 | 6,379 | 6,911 | 7,441 |
| | | | | MONTHLY | 11,516 | 12,669 | 13,822 | 14,974 | 16,122 |
| | | | | ANNUAL | 138,195 | 152,027 | 165,859 | 179,691 | 193,461 |
| 500 | City Manager | E4 | A - E | HOURLY | 68.84 | 75.74 | 82.62 | 89.50 | 96.34 |
| | | | | BI-WEEKLY | 5,507 | 6,059 | 6,610 | 7,160 | 7,707 |
| | | | | MONTHLY | 11,932 | 13,128 | 14,321 | 15,513 | 16,699 |
| | | | | ANNUAL | 143,187 | 157,539 | 171,850 | 186,160 | 200,387 |

Employment Category

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Fair Labor Standards Act Classification

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Exhibits A1 and A2 represent the salary ranges for non-represented employees appointed **before** December 16, 2013.

Exhibits B1 and B2 represent the salary ranges for non-represented employees appointed **after** December 16, 2013.

CITY OF LOS ALAMITOS NON-REPRESENTED EMPLOYEES
SALARY SCHEDULE
Tier 2
Effective August 20, 2018

| CLASS CODE | CLASSIFICATION TITLE | RANGE NO. | EMPLOYMENT CATGY/FLSA | STEP A | STEP B | STEP C | STEP D | STEP E |
|------------|--|-----------|-----------------------|---------|---------|---------|---------|---------|
| 310 | Benefits Coordinator/Executive Asst | 322 | C - E HOURLY | 30.32 | 31.92 | 33.60 | 35.37 | 37.23 |
| | | | BI-WEEKLY | 2,426 | 2,554 | 2,688 | 2,830 | 2,978 |
| | | | MONTHLY | 5,255 | 5,533 | 5,824 | 6,131 | 6,453 |
| | | | ANNUAL | 63,066 | 66,394 | 69,888 | 73,570 | 77,438 |
| 320 325 | Deputy City Clerk Recreation Supervisor | 332 | C - E HOURLY | 29.14 | 30.60 | 32.13 | 33.74 | 35.43 |
| | | | BI-WEEKLY | 2,331 | 2,448 | 2,570 | 2,699 | 2,834 |
| | | | MONTHLY | 5,051 | 5,304 | 5,569 | 5,848 | 6,141 |
| | | | ANNUAL | 60,611 | 63,648 | 66,830 | 70,179 | 73,694 |
| 330 | Assistant to the City Manager | 333 | C - E HOURLY | 35.97 | 37.77 | 39.66 | 41.64 | 43.72 |
| | | | BI-WEEKLY | 2,878 | 3,022 | 3,173 | 3,331 | 3,498 |
| | | | MONTHLY | 6,235 | 6,547 | 6,874 | 7,218 | 7,578 |
| | | | ANNUAL | 74,818 | 78,562 | 82,493 | 86,611 | 90,938 |
| 350 | Community Services Manager | 350 | MM - E HOURLY | 37.93 | 39.80 | 41.75 | 43.50 | 45.19 |
| | | | MM - E BI-WEEKLY | 3,034 | 3,184 | 3,340 | 3,480 | 3,615 |
| | | | MONTHLY | 6,575 | 6,899 | 7,237 | 7,540 | 7,833 |
| | | | ANNUAL | 78,894 | 82,784 | 86,840 | 90,480 | 93,995 |
| 360 | Public Services Superintendent | 360 | MM - E HOURLY | 36.11 | 37.92 | 39.82 | 41.81 | 43.90 |
| | | | MM - E BI-WEEKLY | 2,889 | 3,034 | 3,186 | 3,345 | 3,512 |
| | | | MONTHLY | 6,259 | 6,573 | 6,902 | 7,247 | 7,609 |
| | | | ANNUAL | 75,109 | 78,874 | 82,826 | 86,965 | 91,312 |
| 380 | Support Services Manager | 369 | MM - E HOURLY | 43.72 | 45.91 | 48.21 | 50.62 | 53.15 |
| | | | BI-WEEKLY | 3,498 | 3,673 | 3,857 | 4,050 | 4,252 |
| | | | MONTHLY | 7,578 | 7,958 | 8,356 | 8,774 | 9,213 |
| | | | ANNUAL | 90,938 | 95,493 | 100,277 | 105,290 | 110,552 |
| 390 | Police Captain | 395 | MM - E HOURLY | 54.16 | 56.87 | 59.71 | 62.70 | 65.84 |
| | | | BI-WEEKLY | 4,333 | 4,550 | 4,777 | 5,016 | 5,267 |
| | | | MONTHLY | 9,388 | 9,857 | 10,350 | 10,868 | 11,412 |
| | | | ANNUAL | 112,653 | 118,290 | 124,197 | 130,416 | 136,947 |

Employment Category

A = At Will

C = Confidential

MM = Mid-Management

Fair Labor Standards Act Classification

NE = Non Exempt from Overtime

E = Exempt from overtime

Exhibits A1 and A2 represent the salary ranges for non-represented employees appointed before December 16, 2013.

Exhibits B1 and B2 represent the salary ranges for non-represented employees appointed after December 16, 2013.

**CITY OF LOS ALAMITOS EXECUTIVE MANAGEMENT
SALARY SCHEDULE
Tier 2
Effective August 20, 2018**

| CLASS CODE | CLASSIFICATION TITLE | RANGE NO. | EMPLOYMENT CATGY/FLSA | | STEP A | STEP B | STEP C | STEP D | STEP E |
|------------|--------------------------------------|-----------|-----------------------|-----------|---------|---------|---------|---------|---------|
| 370 | City Clerk | 357 | A - E | HOURLY | 36.79 | 38.64 | 40.56 | 42.59 | 44.72 |
| | | | | BI-WEEKLY | 2,943 | 3,091 | 3,245 | 3,407 | 3,578 |
| | | | | MONTHLY | 6,377 | 6,698 | 7,030 | 7,382 | 7,751 |
| | | | | ANNUAL | 76,523 | 80,371 | 84,365 | 88,587 | 93,018 |
| 385 | Finance Director | | A - E | HOURLY | 47.44 | 52.18 | 56.92 | 61.03 | 66.40 |
| | | | | BI-WEEKLY | 3,795 | 4,174 | 4,554 | 4,882 | 5,312 |
| | | | | MONTHLY | 8,223 | 9,045 | 9,866 | 10,579 | 11,509 |
| | | | | ANNUAL | 98,675 | 108,534 | 118,394 | 126,942 | 138,112 |
| 400 | Administrative Services Director | E1 | A - E | HOURLY | 49.81 | 54.79 | 59.77 | 64.08 | 69.72 |
| 430 | Recreation & Community Svcs Director | E1 | A - E | BI-WEEKLY | 3,985 | 4,383 | 4,782 | 5,126 | 5,578 |
| | | | | MONTHLY | 8,634 | 9,497 | 10,360 | 11,107 | 12,085 |
| | | | | ANNUAL | 103,605 | 113,963 | 124,322 | 133,286 | 145,018 |
| 410 | Development Services Director | 410 | A - E | HOURLY | 52.30 | 57.53 | 62.75 | 67.29 | 73.21 |
| | | | | BI-WEEKLY | 4,184 | 4,602 | 5,020 | 5,383 | 5,857 |
| | | | | MONTHLY | 9,065 | 9,972 | 10,877 | 11,664 | 12,690 |
| | | | | ANNUAL | 108,784 | 119,662 | 130,520 | 139,963 | 152,277 |
| 440 | Police Chief | E2 | A - E | HOURLY | 57.42 | 63.16 | 68.90 | 74.64 | 80.39 |
| | | | | BI-WEEKLY | 4,594 | 5,053 | 5,512 | 5,971 | 6,431 |
| | | | | MONTHLY | 9,953 | 10,948 | 11,943 | 12,938 | 13,934 |
| | | | | ANNUAL | 119,434 | 131,373 | 143,312 | 155,251 | 167,211 |
| 450 | Assistant City Manager | E3 | A - E | HOURLY | 61.56 | 67.72 | 73.89 | 80.04 | 86.20 |
| | | | | BI-WEEKLY | 4,925 | 5,418 | 5,911 | 6,403 | 6,896 |
| | | | | MONTHLY | 10,670 | 11,738 | 12,808 | 13,874 | 14,941 |
| | | | | ANNUAL | 128,045 | 140,858 | 153,691 | 166,483 | 179,296 |
| 500 | City Manager | E4 | A - E | HOURLY | 63.79 | 70.17 | 76.56 | 82.92 | 89.31 |
| | | | | BI-WEEKLY | 5,103 | 5,614 | 6,125 | 6,634 | 7,145 |
| | | | | MONTHLY | 11,057 | 12,163 | 13,270 | 14,373 | 15,480 |
| | | | | ANNUAL | 132,683 | 145,954 | 159,245 | 172,474 | 185,765 |

Employment Category

A = At Will

Fair Labor Standards Act Classification

E = Exempt from overtime

Exhibits A1 and A2 represent the salary ranges for non-represented employees appointed **before** December 16, 2013.

Exhibits B1 and B2 represent the salary ranges for non-represented employees appointed **after** December 16, 2013.