

RESOLUTION NO. 2019-27

A RESOLUTION OF CITY COUNCIL OF THE CITY OF LOS ALAMITOS, CALIFORNIA, APPROVING THE SALARY SCHEDULES FOR EXECUTIVE MANAGEMENT AND NON-REPRESENTED EMPLOYEES AND REPEALING ALL EXHIBITS OF RESOLUTION NO. 2019-04

WHEREAS, on January 22, 2019, the City Council approved Resolution 2019-04 to amend the City's salary schedule for Executive Management and Non-Represented employees; and,

WHEREAS, the City recently completed the negotiation process with the Teamster's Association; and,

WHEREAS, the City Manager has negotiated comparable salary increases for the Executive Management and Non-represented employees; and,

WHEREAS, the Teamster's Association has since rescinded its ratification of the Memorandum of Understanding (MOU).

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 Executive and Non-Represented Salary Schedules, attached hereto as Exhibits A, B, and C, are hereby approved, effective January 6, 2019, July 7, 2019, and July 5, 2020 respectively, and shall supersede and replace all exhibits of Resolution No. 2019-04.

SECTION 3. All City of Los Alamitos Executive and Non-Represented employees are each granted a one-time, lump sum payment totaling \$3,600 payable in two installments. \$2,400 shall be paid on the payroll following approval of this Resolution. The final \$1,200 shall be paid in the first full pay-period in July 2020.

SECTION 4. The City Clerk shall certify as to the adoption of this Resolution.

PASSED, APPROVED, AND ADOPTED this 15nd day of July 2019.


Warren Kusumoto, Mayor

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 15th day of July, 2019, by the following vote, to wit:

AYES: COUNCILMEMBERS: Murphy, Chirco, Grose, Hasselbrink,
Kusumoto
NOES: COUNCILMEMBERS: None
ABSENT: COUNCILMEMBERS: None
ABSTAIN: COUNCILMEMBERS: None


Windmera Quintanar, MMC, City Clerk

CITY OF LOS ALAMITOS EXECUTIVE MANAGEMENT & NON-REPRESENTED EMPLOYEES
SALARY SCHEDULE
 Effective January 6, 2019

CODE	CLASSIFICATION TITLE	TIER	CATGY/FLSA		STEP A	STEP B	STEP C	STEP D	STEP E
310	Benefits Coordinator/Executive Asst	2	C - E	HOURLY	30.77	32.40	34.10	35.90	37.79
				MONTHLY	5,333.47	5,616.00	5,910.67	6,222.67	6,550.27
				ANNUAL	64,001.60	67,392.00	70,928.00	74,672.00	78,603.20
324	Recreation Supervisor	2	MM - E	HOURLY	31.64	33.37	35.21	37.15	39.19
				MONTHLY	5,484.27	5,784.13	6,103.07	6,439.33	6,792.93
				ANNUAL	65,811.20	69,409.60	73,236.80	77,272.00	81,515.20
330	Assistant to the City Manager	1	C - E	HOURLY	39.39	41.36	43.43	45.60	47.89
				MONTHLY	6,827.60	7,169.07	7,527.87	7,904.00	8,300.93
				ANNUAL	81,931.20	86,028.80	90,334.40	94,848.00	99,611.20
		2	HOURLY	36.51	38.34	40.25	42.26	44.38	
			MONTHLY	6,328.40	6,645.60	6,976.67	7,325.07	7,692.53	
			ANNUAL	75,940.80	79,747.20	83,720.00	87,900.80	92,310.40	
350	Community Services Manager	1	MM - E	HOURLY	39.42	41.94	44.62	47.47	50.50
				MONTHLY	6,832.80	7,269.60	7,734.13	8,228.13	8,753.33
				ANNUAL	81,993.60	87,235.20	92,809.60	98,737.60	105,040.00
		2	HOURLY	38.50	40.40	42.38	44.15	45.87	
			MONTHLY	6,673.33	7,002.67	7,345.87	7,652.67	7,950.80	
			ANNUAL	80,080.00	84,032.00	88,150.40	91,832.00	95,409.60	
370	City Clerk	1	A - E	HOURLY	40.31	42.33	44.45	46.67	49.00
				MONTHLY	6,987.07	7,337.20	7,704.67	8,089.47	8,493.33
				ANNUAL	83,844.80	88,046.40	92,456.00	97,073.60	101,920.00
		2	HOURLY	37.34	39.22	41.17	43.23	45.39	
			MONTHLY	6,472.27	6,798.13	7,136.13	7,493.20	7,867.60	
			ANNUAL	77,667.20	81,577.60	85,633.60	89,918.40	94,411.20	
380	Support Services Manager	1	MM - E	HOURLY	47.90	50.29	52.81	55.45	58.22
				MONTHLY	8,302.67	8,716.93	9,153.73	9,611.33	10,091.47
				ANNUAL	99,632.00	104,603.20	109,844.80	115,336.00	121,097.60
		2	HOURLY	44.38	46.60	48.93	51.38	53.95	
			MONTHLY	7,692.53	8,077.33	8,481.20	8,905.87	9,351.33	
			ANNUAL	92,310.40	96,928.00	101,774.40	106,870.40	112,216.00	
385	Finance Director	1	A - E	HOURLY	51.97	57.15	62.36	66.85	72.75
				MONTHLY	9,008.13	9,906.00	10,809.07	11,587.33	12,610.00
				ANNUAL	108,097.60	118,872.00	129,708.80	139,048.00	151,320.00
		2	HOURLY	48.15	52.96	57.77	61.95	67.40	
			MONTHLY	8,346.00	9,179.73	10,013.47	10,738.00	11,682.67	
			ANNUAL	100,152.00	110,156.80	120,161.60	128,856.00	140,192.00	
390	Police Captain	1	MM - E	HOURLY	59.86	62.86	66.01	69.30	72.77
				MONTHLY	10,375.73	10,895.73	11,441.73	12,012.00	12,613.47
				ANNUAL	124,508.80	130,748.80	137,300.80	144,144.00	151,361.60
		2	HOURLY	54.97	57.72	60.61	63.64	66.83	
			MONTHLY	9,528.13	10,004.80	10,505.73	11,030.93	11,583.87	
			ANNUAL	114,337.60	120,057.60	126,068.80	132,371.20	139,006.40	
400	Administrative Services Director	1	A - E	HOURLY	54.57	60.02	65.48	70.19	76.38
430	Recreation & Community Svcs Director			MONTHLY	9,458.80	10,403.47	11,349.87	12,166.27	13,239.20

EXHIBIT A

				ANNUAL	113,505.60	124,841.60	136,198.40	145,995.20	158,870.40
		2		HOURLY	50.56	55.61	60.67	65.04	70.77
				MONTHLY	8,763.73	9,639.07	10,516.13	11,273.60	12,266.80
				ANNUAL	105,164.80	115,668.80	126,193.60	135,283.20	147,201.60
410	Development Services Director	1	A - E	HOURLY	57.30	63.01	68.76	73.70	80.19
				MONTHLY	9,932.00	10,921.73	11,918.40	12,774.67	13,899.60
				ANNUAL	119,184.00	131,060.80	143,020.80	153,296.00	166,795.20
		2		HOURLY	53.08	58.39	63.69	68.30	74.31
				MONTHLY	9,200.53	10,120.93	11,039.60	11,838.67	12,880.40
				ANNUAL	110,406.40	121,451.20	132,475.20	142,064.00	154,564.80
440	Police Chief	1	A - E	HOURLY	63.48	69.81	76.17	82.51	88.86
				MONTHLY	11,003.20	12,100.40	13,202.80	14,301.73	15,402.40
				ANNUAL	132,038.40	145,204.80	158,433.60	171,620.80	184,828.80
		2		HOURLY	58.28	64.11	69.93	75.76	81.60
				MONTHLY	10,101.87	11,112.40	12,121.20	13,131.73	14,144.00
				ANNUAL	121,222.40	133,348.80	145,454.40	157,580.80	169,728.00
500	City Manager	n/a	A - E	City Manager salary is set by contract with the City Council					

Employment Category

A = At Will
 C = Confidential
 MM = Mid-management

Fair Labor Standards Act Classification

E = Exempt from overtime

Tier 1 represents the salary ranges for non-represented employees appointed **before** December 16, 2013.

Tier 2 represent the salary ranges for non-represented employees appointed **after** December 16, 2013.

CITY OF LOS ALAMITOS EXECUTIVE MANAGEMENT & NON-REPRESENTED EMPLOYEES
SALARY SCHEDULE
 Effective July 7, 2019

CODE	CLASSIFICATION TITLE	TIER	CATGY/FLSA		STEP A	STEP B	STEP C	STEP D	STEP E
310	Benefits Coordinator/Executive Asst	2	C - E	HOURLY	31.15	32.81	34.53	36.35	38.26
				MONTHLY	5,400.14	5,686.20	5,984.55	6,300.45	6,632.15
				ANNUAL	64,801.62	68,234.40	71,814.60	75,605.40	79,585.74
324	Recreation Supervisor	2	MM - E	HOURLY	32.04	33.79	35.65	37.61	39.68
				MONTHLY	5,552.82	5,856.44	6,179.36	6,519.83	6,877.85
				ANNUAL	66,633.84	70,277.22	74,152.26	78,237.90	82,534.14
330	Assistant to the City Manager	1	C - E	HOURLY	39.88	41.88	43.97	46.17	48.49
				MONTHLY	6,912.95	7,258.68	7,621.97	8,002.80	8,404.70
				ANNUAL	82,955.34	87,104.16	91,463.58	96,033.60	100,856.34
		2	HOURLY	36.97	38.82	40.75	42.79	44.93	
			MONTHLY	6,407.51	6,728.67	7,063.88	7,416.63	7,788.69	
			ANNUAL	76,890.06	80,744.04	84,766.50	88,999.56	93,464.28	
350	Community Services Manager	1	MM - E	HOURLY	39.91	42.46	45.18	48.06	51.13
				MONTHLY	6,918.21	7,360.47	7,830.81	8,330.99	8,862.75
				ANNUAL	83,018.52	88,325.64	93,969.72	99,971.82	106,353.00
		2	HOURLY	38.98	40.91	42.91	44.70	46.44	
			MONTHLY	6,756.75	7,090.20	7,437.69	7,748.33	8,050.19	
			ANNUAL	81,081.00	85,082.40	89,252.28	92,979.90	96,602.22	
370	City Clerk	1	A - E	HOURLY	40.81	42.86	45.01	47.25	49.61
				MONTHLY	7,074.41	7,428.92	7,800.98	8,190.59	8,599.50
				ANNUAL	84,892.86	89,146.98	93,611.70	98,287.02	103,194.00
		2	HOURLY	37.81	39.71	41.68	43.77	45.96	
			MONTHLY	6,553.17	6,883.11	7,225.34	7,586.87	7,965.95	
			ANNUAL	78,638.04	82,597.32	86,704.02	91,042.38	95,591.34	
380	Support Services Manager	1	MM - E	HOURLY	48.50	50.92	53.47	56.14	58.95
				MONTHLY	8,406.45	8,825.90	9,268.16	9,731.48	10,217.61
				ANNUAL	100,877.40	105,910.74	111,217.86	116,777.70	122,611.32
		2	HOURLY	44.93	47.18	49.54	52.02	54.62	
			MONTHLY	7,788.69	8,178.30	8,587.22	9,017.19	9,468.23	
			ANNUAL	93,464.28	98,139.60	103,046.58	108,206.28	113,618.70	
385	Finance Director	1	A - E	HOURLY	52.62	57.86	63.14	67.69	73.66
				MONTHLY	9,120.74	10,029.83	10,944.18	11,732.18	12,767.63
				ANNUAL	109,448.82	120,357.90	131,330.16	140,786.10	153,211.50
		2	HOURLY	48.75	53.62	58.49	62.72	68.24	
			MONTHLY	8,450.33	9,294.48	10,138.64	10,872.23	11,828.70	
			ANNUAL	101,403.90	111,533.76	121,663.62	130,466.70	141,944.40	
390	Police Captain	1	MM - E	HOURLY	60.61	63.65	66.84	70.17	73.68
				MONTHLY	10,505.43	11,031.93	11,584.76	12,162.15	12,771.14
				ANNUAL	126,065.16	132,383.16	139,017.06	145,945.80	153,253.62
		2	HOURLY	55.66	58.44	61.37	64.44	67.67	
			MONTHLY	9,647.24	10,129.86	10,637.06	11,168.82	11,728.67	
			ANNUAL	115,766.82	121,558.32	127,644.66	134,025.84	140,743.98	
400	Administrative Services Director	1	A - E	HOURLY	55.25	60.77	66.30	71.07	77.33
430	Recreation & Community Svcs Director			MONTHLY	9,577.04	10,533.51	11,491.74	12,318.35	13,404.69

EXHIBIT B

				ANNUAL	114,924.42	126,402.12	137,900.88	147,820.14	160,856.28
		2		HOURLY	51.19	56.31	61.43	65.85	71.65
				MONTHLY	8,873.28	9,759.56	10,647.59	11,414.52	12,420.14
				ANNUAL	106,479.36	117,114.66	127,771.02	136,974.24	149,041.62
410	Development Services Director	1	A - E	HOURLY	58.02	63.80	69.62	74.62	81.19
				MONTHLY	10,056.15	11,058.26	12,067.38	12,934.35	14,073.35
				ANNUAL	120,673.80	132,699.06	144,808.56	155,212.20	168,880.14
		2		HOURLY	53.74	59.12	64.49	69.15	75.24
				MONTHLY	9,315.54	10,247.45	11,177.60	11,986.65	13,041.41
				ANNUAL	111,786.48	122,969.34	134,131.14	143,839.80	156,496.86
440	Police Chief	1	A - E	HOURLY	64.27	70.68	77.12	83.54	89.97
				MONTHLY	11,140.74	12,251.66	13,367.84	14,480.51	15,594.93
				ANNUAL	133,688.88	147,019.86	160,414.02	173,766.06	187,139.16
		2		HOURLY	59.01	64.91	70.80	76.71	82.62
				MONTHLY	10,228.14	11,251.31	12,272.72	13,295.88	14,320.80
				ANNUAL	122,737.68	135,015.66	147,272.58	159,550.56	171,849.60
500	City Manager	n/a	A - E	City Manager salary is set by contract with the City Council					

Employment Category

A = At Will
 C = Confidential
 MM = Mid-management

Fair Labor Standards Act Classification

E = Exempt from overtime

Tier 1 represents the salary ranges for non-represented employees appointed **before** December 16, 2013.

Tier 2 represent the salary ranges for non-represented employees appointed **after** December 16, 2013.

CITY OF LOS ALAMITOS EXECUTIVE MANAGEMENT & NON-REPRESENTED EMPLOYEES
SALARY SCHEDULE
 Effective July 5, 2020

CODE	CLASSIFICATION TITLE	TIER	CATGY/FLSA		STEP A	STEP B	STEP C	STEP D	STEP E
310	Benefits Coordinator/Executive Asst	2	C - E	HOURLY	31.54	33.22	34.96	36.80	38.74
				MONTHLY	5,467.64	5,757.28	6,059.36	6,379.21	6,715.05
				ANNUAL	65,611.64	69,087.33	72,712.28	76,550.47	80,580.56
324	Recreation Supervisor	2	MM - E	HOURLY	32.44	34.21	36.10	38.08	40.18
				MONTHLY	5,622.23	5,929.64	6,256.60	6,601.32	6,963.82
				ANNUAL	67,466.76	71,155.69	75,079.16	79,215.87	83,565.82
330	Assistant to the City Manager	1	C - E	HOURLY	40.38	42.40	44.52	46.75	49.09
				MONTHLY	6,999.36	7,349.41	7,717.24	8,102.84	8,509.75
				ANNUAL	83,992.28	88,192.96	92,606.87	97,234.02	102,117.04
		2	HOURLY	37.43	39.30	41.26	43.32	45.50	
			MONTHLY	6,487.60	6,812.78	7,152.17	7,509.34	7,886.05	
			ANNUAL	77,851.19	81,753.34	85,826.08	90,112.05	94,632.58	
350	Community Services Manager	1	MM - E	HOURLY	40.41	43.00	45.74	48.66	51.77
				MONTHLY	7,004.69	7,452.48	7,928.70	8,435.12	8,973.53
				ANNUAL	84,056.25	89,429.71	95,144.34	101,221.47	107,682.41
		2	HOURLY	39.47	41.42	43.45	45.26	47.02	
			MONTHLY	6,841.21	7,178.83	7,530.66	7,845.18	8,150.81	
			ANNUAL	82,094.51	86,145.93	90,367.93	94,142.15	97,809.75	
370	City Clerk	1	A - E	HOURLY	41.32	43.39	45.57	47.84	50.23
				MONTHLY	7,162.84	7,521.78	7,898.49	8,292.97	8,706.99
				ANNUAL	85,954.02	90,261.32	94,781.85	99,515.61	104,483.93
		2	HOURLY	38.28	40.21	42.21	44.32	46.53	
			MONTHLY	6,635.08	6,969.15	7,315.65	7,681.70	8,065.52	
			ANNUAL	79,621.02	83,629.79	87,787.82	92,180.41	96,786.23	
380	Support Services Manager	1	MM - E	HOURLY	49.10	51.56	54.14	56.84	59.68
				MONTHLY	8,511.53	8,936.22	9,384.01	9,853.12	10,345.33
				ANNUAL	102,138.37	107,234.62	112,608.08	118,237.42	124,143.96
		2	HOURLY	45.50	47.77	50.16	52.67	55.31	
			MONTHLY	7,886.05	8,280.53	8,694.56	9,129.90	9,586.58	
			ANNUAL	94,632.58	99,366.35	104,334.66	109,558.86	115,038.93	
385	Finance Director	1	A - E	HOURLY	53.28	58.59	63.93	68.53	74.58
				MONTHLY	9,234.74	10,155.20	11,080.98	11,878.83	12,927.22
				ANNUAL	110,816.93	121,862.37	132,971.79	142,545.93	155,126.64
		2	HOURLY	49.36	54.29	59.22	63.51	69.10	
			MONTHLY	8,555.95	9,410.66	10,265.37	11,008.13	11,976.56	
			ANNUAL	102,671.45	112,927.93	123,184.42	132,097.53	143,718.71	
390	Police Captain	1	MM - E	HOURLY	61.37	64.44	67.67	71.04	74.60
				MONTHLY	10,636.75	11,169.83	11,729.56	12,314.18	12,930.77
				ANNUAL	127,640.97	134,037.95	140,754.77	147,770.12	155,169.29
		2	HOURLY	56.35	59.17	62.13	65.24	68.51	
			MONTHLY	9,767.83	10,256.48	10,770.02	11,308.43	11,875.27	
			ANNUAL	117,213.91	123,077.80	129,240.22	135,701.16	142,503.28	
400	Administrative Services Director	1	A - E	HOURLY	55.94	61.53	67.13	71.96	78.30
430	Recreation & Community Svcs Director			MONTHLY	9,696.75	10,665.18	11,635.39	12,472.32	13,572.25

EXHIBIT C

				ANNUAL	116,360.98	127,982.15	139,624.64	149,667.89	162,866.98
		2		HOURLY	51.83	57.01	62.20	66.68	72.55
				MONTHLY	8,984.20	9,881.55	10,780.68	11,557.20	12,575.39
				ANNUAL	107,810.35	118,578.59	129,368.16	138,686.42	150,904.64
410	Development Services Director	1	A - E	HOURLY	58.74	64.60	70.49	75.55	82.21
				MONTHLY	10,181.85	11,196.48	12,218.22	13,096.03	14,249.26
				ANNUAL	122,182.22	134,357.80	146,618.67	157,152.35	170,991.14
		2		HOURLY	54.42	59.86	65.29	70.02	76.18
				MONTHLY	9,431.98	10,375.54	11,317.31	12,136.48	13,204.42
				ANNUAL	113,183.81	124,506.46	135,807.78	145,637.80	158,453.07
440	Police Chief	1	A - E	HOURLY	65.08	71.57	78.09	84.59	91.10
				MONTHLY	11,280.00	12,404.80	13,534.93	14,661.51	15,789.87
				ANNUAL	135,359.99	148,857.61	162,419.20	175,938.14	189,478.40
		2		HOURLY	59.75	65.72	71.69	77.67	83.65
				MONTHLY	10,355.99	11,391.95	12,426.12	13,462.08	14,499.81
				ANNUAL	124,271.90	136,703.36	149,113.49	161,544.94	173,997.72
500	City Manager	n/a	A - E	City Manager salary is set by contract with the City Council					

Employment Category

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MM = Mid-management

Fair Labor Standards Act Classification

E = Exempt from overtime

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Tier 2 represent the salary ranges for non-represented employees appointed **after** December 16, 2013.