

RESOLUTION NO. _____

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
LA HABRA AMENDING RESOLUTION NO. 5861
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. 5861 on August 6, 2018; and

WHEREAS, the City Council desires to amend 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, one-time lump sum payments and benefits. Attached are Exhibits "A" and "B" indicating the salaries for classifications of these employee groups.

PASSED, APPROVED AND ADOPTED this 21st day of June, 2021.

Rose Espinoza, Mayor

ATTEST:

Laurie Swindell, CMC, City Clerk

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

I, Laurie Swindell, 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. _____ introduced and adopted at a Regular Meeting of the City Council of the City of La Habra held on the 21st day of June, 2021, by the following roll call vote:

AYES: COUNCILMEMBERS:
NOES: COUNCILMEMBERS:
ABSTAIN: COUNCILMEMBERS:
ABSENT: COUNCILMEMBERS:

Witness my hand and the official seal of the City of La Habra this 21st day of June, 2021.

Laurie Swindell, CMC, City Clerk

Management/Public Safety Management/Executive Management

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

Based on the salary schedule in effect on June 18, 2021, the City will provide a one-time lump sum pay adjustment of five percent (5%) of annual pay to all full-time active 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 .05.

Based on the salary schedule in effect on June 17, 2022 and prior to June 30, 2022, the City will provide a one-time lump sum pay adjustment of five percent (5%) of annual pay to all full-time active 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 .05.

Insurance Contribution: *Management only*

Effective December 1, 2021, the City will increase its insurance contribution by \$50 per month to a maximum of \$1,500 per month, on a use or lose basis.

Effective December 1, 2022, the City will increase its insurance contribution by \$50 per month to a maximum of \$1,550 per month, on a use or lose basis.

Opt-out: *Management only*

Effective December 1, 2021, the City will increase the opt-out contribution by \$20 per month to a maximum of \$310 per month.

Insurance Contribution: *Public Safety Management only*

Effective December 1, 2021, the City will restructure its insurance contribution as follows on a use or lose basis:

<u>Employee</u>	<u>Employee+1</u>	<u>Employee+2 or More</u>
\$1,450	\$1,500	\$1,650

Effective December 1, 2022, the City will restructure its insurance contribution as follows on a use or lose basis:

<u>Employee</u>	<u>Employee+1</u>	<u>Employee+2 or More</u>
\$1,450	\$1,600	\$1,750

Holiday: *Executive Police Chief position and Police Management only*

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

Police Chief and Police Management positions will earn holidays at a rate of 10 hours for each holiday.