

RESOLUTION NO. _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LA HABRA REPEALING AND REPLACING RESOLUTION NO. 5982 PERTAINING TO A COMPENSATION PLAN FOR THE LA HABRA PROFESSIONAL EMPLOYEES' GROUP

WHEREAS, the City Council of the City of La Habra, California adopted a compensation plan in Resolution No. 5982 on December 21, 2020; 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. Monthly and Hourly Employees. That there hereby is established a compensation plan for those employees of the City who are now, or who may hereafter be, employed in the Professional Employees' Group. Attached is Exhibit "A" indicating the change in benefits and the salary schedule in effect as of July 3, 2021.

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, CMC, 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

EXHIBIT A

Professional Employees' Group

Salary and Benefits	
Cost of Living Adjustment	No Cost of Living Adjustment
Reorganization	A reorganization of the division that includes reclassification of the following positions in the group: Teacher, Lead Teacher, Site Supervisor and includes a revised job description and salary schedule with corresponding salary adjustments.
One-Time Lump Sum Payment	No later than June 30, 2021, the City will provide a one-time lump sum pay adjustment of two and one-half percent (2.5%) to all full-time employees in the group. The calculation of the one-time pay adjustment will be as follows: base hourly rate x 2,080 hours x .025.
Cafeteria Medical Insurance Allowance	Effective July 1, 2021, the City will increase its current medical insurance contribution by \$50 per month to a maximum of \$1,450 per month on a use or lose basis.
Bilingual Pay	Effective July 3, 2021, increase bilingual pay by \$50 per month to \$100 per month.
Education Reimbursement	With the exception of the Employment and Training classifications, all employees in the unit may receive reimbursement in an amount up to \$800 per fiscal year for the purpose of professional development.
Personal Leave	Increase personal leave by eight (8) hours per month to 32 hours per fiscal year.
In-Lieu Pay	Eliminate "in lieu pay" that provides for an annual payment of 40 hours pay to each member each December in lieu of overtime.

EXHIBIT B

PROFESSIONAL EMPLOYEES									
		HOURLY RATE							
EFFECTIVE JULY 3, 2021		START	AFTER		MERIT + ONE YEAR				
PROFESSIONAL		RATE	6 MOS	-----	IN PRIOR	STEP-----	-----	-----	-----
EMPLOYEES	RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
TEACHER (CHILD DEV)	A-10	19.683	20.667	21.701	22.786	23.925	25.121	26.377	27.300
SITE DIRECTOR	A-25	23.150	24.308	25.523	26.799	28.139	29.546	31.023	32.109
SITE SUPERVISOR	A-30	21.240	22.302	23.417	24.588	25.817	27.108	28.464	29.460
EMPLOYMENT & TRAINING PROGRAM COORDINATOR	A-30	20.411	21.432	22.503	23.629	24.810	26.050	27.353	28.310
PROGRAM SPECIALIST	A-70B	31.196	32.755	34.393	36.113	37.919	39.814	41.805	43.268