

RESOLUTION NO. _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LA HABRA REPEALING AND REPLACING RESOLUTION NO. 5853 PERTAINING TO A COMPENSATION PLAN FOR THE LA HABRA MUNICIPAL EMPLOYEES ASSOCIATION (FIELD/MAINTENANCE SERVICES EMPLOYEES' GROUP)

WHEREAS, the City Council of the City of La Habra, California adopted a compensation plan in Resolution No. 5853 on July 2, 2018; 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 Municipal Employees' Group. Attached is Exhibit "A" indicating the salaries for classifications of this employee group.

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

Field Services Employees' Group

One-time Pay Adjustment:

Prior to June 30, 2021, the City will provide a one-time lump sum pay adjustment of \$2,500 to all active full-time employees. Employees hired on or after June 18, 2021 will not be eligible for the lump sum payment.

Prior to June 30, 2022, the City will provide a one-time lump sum pay adjustment of \$2,500 to all active full-time. Employees hired on or after June 17, 2022 will not be eligible for the lump sum payment.

Insurance:

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:

Effective December 1, 2021, the City will increase its opt-out by \$10 per month to a maximum of \$200 per month.

Effective December 1, 2022, the City will increase its opt-out by \$10 per month to a maximum of \$210 per month.

Safety Shoe:

Effective July 3, 2021, the City will increase the safety shoe allowance by \$25 to a maximum of \$275 per year

Hazard Homeless Encampment Team:

Employees of the streets and refuse division who are identified and pre-assigned by their supervisor to work at clearing homeless encampments will receive a check for the amount of \$500 payable in the first pay period in December. Employees of the parks division will receive \$250 in the first pay period in December. New hired employees with less than twelve months on the job, but more than six months, will be paid one-twelfth (1/12) of \$500 or \$250 for each full month of satisfactory service. Any employee who separates from service in good standing will be paid a pro-rata share of one-twelfth (1/12) of \$500 or \$250 for each month employed and assigned to the homeless encampments. This pay will be in effect from July 1, 2021 through June 30, 2023. After the term of this MOU, this provision will be removed unless renegotiated.

Vacation:

Effective July 3, 2021, the following vacation schedule shall be effective for all members of the Municipal Employees Association as of their employment anniversary date:

Years of Continuous Service	Hours of Vacation Accrued (bi-weekly)	Annual Accrual	Maximum Accrual
1 through 4 years	3.08	80 hours	160 hours
5 through 10 years	4.62	120 hours	240 hours
11 through 15 years	5.24	136 hours	272 hours
16 through 20 years	6.15	160 hours	320 hours
21 years and above	6.77	176 hours	352 hours

FIELD SERVICES EMPLOYEE GROUP

HOURLY BASE RATE

EXHIBIT "A" CONTINUED

EFFECTIVE JULY 2, 2021

START AFTER MERIT + ONE YEAR

RATE 6 MOS -----IN PRIOR STEP-----

	RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
FLEET COORDINATOR	M-95	26.116	27.422	28.793	30.233	31.744	33.331	34.998	36.748
BLDG MAINTENANCE WORKER	M-60	20.716	21.752	22.840	23.982	25.181	26.440	27.762	29.150
EQUIPMENT MECHANIC	M-80	22.609	23.740	24.927	26.173	27.482	28.856	30.299	31.814
MAINTENANCE LABORER	M-20	16.833	17.675	18.558	19.486	20.461	21.484	22.558	23.686
MECHANIC TRAINEE	M-20A	15.562	16.340	17.157	18.015	18.916	19.862	20.855	21.897
SENIOR EQUIPMENT MECHANIC	M-85	23.742	24.929	26.175	27.484	28.858	30.301	31.816	33.407
SENIOR SERVICE WORKER	M-70	22.698	23.833	25.025	26.276	27.590	28.969	30.418	31.938
SERVICE WORKER	M-40	19.409	20.379	21.398	22.468	23.591	24.771	26.009	27.310
SERVICE WORKER II	M-60A	20.716	21.752	22.840	23.982	25.181	26.440	27.762	29.150
SEWER SERVICES TECHNICIAN III	M-40S	20.268	21.282	22.346	23.463	24.636	25.868	27.162	28.520
SEWER SERVICES TECHNICIAN V	M-93S	24.414	25.635	26.917	28.263	29.676	31.160	32.718	34.354
WATER SERVICES TECHNICIAN I	M-20W	20.230	21.242	22.304	23.419	24.590	25.819	27.110	28.466
WATER SERVICES TECHNICIAN II	M-30W	22.167	23.275	24.439	25.661	26.944	28.291	29.705	31.191
WATER SERVICES TECHNICIAN III	M-40W	23.326	24.492	25.717	27.003	28.353	29.771	31.259	32.822
WATER SERVICES TECHNICIAN IV	M-60W	23.960	25.157	26.415	27.736	29.123	30.579	32.108	33.713
WATER SERVICES TECHNICIAN V	M-93W	27.546	28.924	30.370	31.888	33.483	35.157	36.915	38.761

FIELD SERVICES EMPLOYEE GROUP

HOURLY BASE RATE

EXHIBIT "A" CONTINUED

EFFECTIVE JANUARY 1, 2022

START AFTER MERIT + ONE YEAR

RATE 6 MOS -----IN PRIOR STEP-----

	RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
FLEET COORDINATOR	M-95	26.377	27.696	29.081	30.535	32.062	33.665	35.348	
BLDG MAINTENANCE WORKER	M-60	20.923	21.969	23.068	24.221	25.432	26.704	28.039	
EQUIPMENT MECHANIC	M-80	22.835	23.977	25.176	26.434	27.756	29.144	30.601	
MAINTENANCE LABORER	M-20	17.001	17.851	18.744	19.681	20.665	21.698	22.783	
MECHANIC TRAINEE	M-20A	15.718	16.504	17.329	18.195	19.105	20.060	21.063	
SENIOR EQUIPMENT MECHANIC	M-85	23.979	25.178	26.437	27.759	29.147	30.604	32.135	
SENIOR SERVICE WORKER	M-70	22.925	24.071	25.275	26.539	27.865	29.259	30.722	
SERVICE WORKER	M-40	19.603	20.583	21.612	22.693	23.828	25.019	26.270	
SERVICE WORKER II	M-60A	20.923	21.969	23.068	24.221	25.432	26.704	28.039	
SEWER SERVICES TECHNICIAN III	M-40S	20.471	21.494	22.569	23.697	24.882	26.126	27.433	
SEWER SERVICES TECHNICIAN V	M-93S	24.658	25.891	27.186	28.545	29.972	31.471	33.044	
WATER SERVICES TECHNICIAN I	M-20W	20.432	21.454	22.527	23.653	24.836	26.077	27.381	
WATER SERVICES TECHNICIAN II	M-30W	22.389	23.508	24.684	25.918	27.214	28.574	30.003	
WATER SERVICES TECHNICIAN III	M-40W	23.559	24.737	25.974	27.273	28.636	30.068	31.572	
WATER SERVICES TECHNICIAN IV	M-60W	24.200	25.410	26.680	28.014	29.415	30.886	32.430	
WATER SERVICES TECHNICIAN V	M-93W	27.821	29.213	30.673	32.207	33.817	35.508	37.283	

FIELD SERVICES EMPLOYEE GROUP

HOURLY BASE RATE

EXHIBIT "A" CONTINUED

EFFECTIVE JULY 2, 2022

START AFTER MERIT + ONE YEAR

RATE 6 MOS -----IN PRIOR STEP-----

	RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
FLEET COORDINATOR	M-95	26.905	28.250	29.662	31.145	32.703	34.338	36.055	37.857
BLDG MAINTENANCE WORKER	M-60	21.341	22.409	23.529	24.705	25.941	27.238	28.600	30.030
EQUIPMENT MECHANIC	M-80	23.292	24.456	25.679	26.963	28.311	29.727	31.213	32.774
MAINTENANCE LABORER	M-20	17.341	18.208	19.118	20.074	21.078	22.132	23.239	24.401
MECHANIC TRAINEE	M-20A	16.032	16.834	17.676	18.559	19.487	20.462	21.485	22.559
SENIOR EQUIPMENT MECHANIC	M-85	24.459	25.682	26.966	28.314	29.730	31.216	32.777	34.416
SENIOR SERVICE WORKER	M-70	23.384	24.553	25.780	27.069	28.423	29.844	31.336	32.903
SERVICE WORKER	M-40	19.995	20.995	22.045	23.147	24.304	25.519	26.795	28.135
SERVICE WORKER II	M-60A	21.341	22.409	23.529	24.705	25.941	27.238	28.600	30.030
SEWER SERVICES TECHNICIAN III	M-40S	20.983	22.032	23.134	24.290	25.505	26.780	28.119	29.525
SEWER SERVICES TECHNICIAN V	M-93S	25.274	26.538	27.865	29.258	30.721	32.257	33.870	35.564
WATER SERVICES TECHNICIAN I	M-20W	21.249	22.312	23.427	24.599	25.829	27.120	28.476	29.900
WATER SERVICES TECHNICIAN II	M-30W	23.285	24.449	25.671	26.955	28.303	29.718	31.204	32.764
WATER SERVICES TECHNICIAN III	M-40W	24.501	25.726	27.013	28.363	29.782	31.271	32.834	34.476
WATER SERVICES TECHNICIAN IV	M-60W	25.168	26.426	27.748	29.135	30.592	32.121	33.728	35.414
WATER SERVICES TECHNICIAN V	M-93W	28.934	30.381	31.900	33.495	35.169	36.928	38.774	40.713