

RESOLUTION NO. _____

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
LA HABRA REPEALING AND REPLACING RESOLUTION
NO. 5858 PERTAINING TO A COMPENSATION PLAN FOR
THE GENERAL SERVICES EMPLOYEES' GROUP**

WHEREAS, the City Council of the City of La Habra, California adopted a compensation plan in Resolution No. 5858 on July 16, 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 General Services 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

General Services Employees' Group

Salary:

Effective July 2, 2022, the City will add a new top step to the salary schedule and eliminate the bottom step. (Step B becomes new Step A, etc.)

One-time Pay Adjustment:

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

On or before June 30, 2022, the City will provide a one-time lump sum pay adjustment of \$2,500 to all full-time employees. 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 \$300 per month.

Effective December 1, 2022, the City will increase its opt-out by \$10 per month to a maximum of \$310 per month.

Personal Days:

Effective July 1, 2021, the City agrees to add an additional nine (9) hours of personal leave hours for a total of 27 hours.

EXHIBIT "A"

HOURLY BASE RATE

EFFECTIVE JULY 3, 2021 General Services Employees' Group	RANGE	START	AFTER	MERIT	+ ONE YEAR					
		RATE STEP A	6 MOS STEP B	-----IN PRIOR STEP----- STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	
ACCOUNT CLERK I	C25	16.112	16.918	17.763	18.652	19.584	20.563	21.592	22.671	
ACCOUNT CLERK II	C55	18.684	19.619	20.600	21.629	22.711	23.847	25.039	26.291	
ACCOUNT CLERK III	C85	21.886	22.980	24.129	25.336	26.603	27.933	29.330	30.796	
ACCOUNTING TECHNICIAN	C90B	22.645	23.777	24.966	26.214	27.525	28.901	30.346	31.864	
ADMIN AIDE I	T10	17.051	17.904	18.799	19.739	20.726	21.762	22.850	23.993	
ADMIN AIDE II	T20	17.853	18.746	19.683	20.667	21.701	22.786	23.925	25.121	
ADMIN AIDE III	T50E	21.741	22.828	23.970	25.168	26.427	27.748	29.135	30.592	
ADMIN ANALYST I	T67	25.250	26.513	27.838	29.230	30.692	32.226	33.838	35.529	
ADMIN ANALYST II	T68	26.527	27.853	29.246	30.708	32.244	33.856	35.549	37.326	
ADMINISTRATIVE ASSISTANT	C90	22.645	23.777	24.966	26.214	27.525	28.901	30.346	31.864	
ASSISTANT PLANNER	A50	26.105	27.410	28.781	30.220	31.731	33.317	34.983	36.732	
ASSOCIATE PLANNER	A60	29.335	30.802	32.342	33.959	35.657	37.440	39.312	41.278	
BUILDING INSPECTOR	T70	27.225	28.586	30.015	31.516	33.092	34.747	36.484	38.308	
CASE MANAGER	T45	18.815	19.756	20.743	21.781	22.870	24.013	25.214	26.474	
CIVIL ENGINEERING ASSISTANT	A70	31.556	33.134	34.790	36.530	38.356	40.274	42.288	44.402	
CLERK	C-20	15.305	16.070	16.874	17.718	18.603	19.534	20.510	21.536	
CLERK TYPIST	C10	16.059	16.862	17.705	18.590	19.520	20.496	21.520	22.596	
CODE ENFORCEMENT INSPECTOR	T65	25.264	26.528	27.854	29.247	30.709	32.244	33.857	35.550	
COMM SERVICES RECREATION COORD	T10	17.051	17.904	18.799	19.739	20.726	21.762	22.850	23.993	
COMMERCIAL COMPLIANCE INSPECTOR	T75	27.758	29.146	30.604	32.134	33.740	35.427	37.199	39.059	
COMMUNITY PRES INSPECTOR	T65	25.264	26.528	27.854	29.247	30.709	32.244	33.857	35.550	
CURATOR OF EDUC/OUTREACH COORD	T20	17.853	18.746	19.683	20.667	21.701	22.786	23.925	25.121	
EDUCATION PROGRAM COORDINATOR	T05	15.783	16.573	17.401	18.271	19.185	20.144	21.151	22.209	
ENGINEERING AIDE	T50	21.741	22.828	23.970	25.168	26.427	27.748	29.135	30.592	
FAMILY SERVICES ADVOCATE	C71B	18.945	19.893	20.887	21.932	23.028	24.180	25.389	26.658	
FAMILY SERVICES COORDINATOR	T05A	15.885	16.680	17.514	18.389	19.309	20.274	21.288	22.352	
HOUSING SPECIALIST	A60A	29.335	30.802	32.342	33.959	35.657	37.440	39.312	41.278	
HUMAN RESOURCES TECHNICIAN	T60	24.045	25.248	26.510	27.836	29.227	30.689	32.223	33.834	
INFORMATION TECH SPECIALIST	T50	21.741	22.828	23.970	25.168	26.427	27.748	29.135	30.592	
INTERMEDIATE CLERK	C50	16.879	17.723	18.609	19.540	20.516	21.542	22.619	23.750	
JR ENGINEERING AIDE	T30	17.810	18.701	19.636	20.618	21.648	22.731	23.867	25.061	
MANAGEMENT ANALYST	TC01	28.961	30.409	31.929	33.526	35.202	36.962	38.810	40.751	
PAYROLL TECHNICIAN	C95	22.536	23.663	24.846	26.088	27.393	28.762	30.200	31.710	
PAYROLL COORDINATOR	T60B	24.045	25.248	26.510	27.836	29.227	30.689	32.223	33.834	
PERMIT TECHNICIAN I	T50A	21.741	22.828	23.970	25.168	26.427	27.748	29.135	30.592	
PERMIT TECHNICIAN II	T60C	24.045	25.248	26.510	27.836	29.227	30.689	32.223	33.834	
PLANNING AIDE	T50	21.741	22.828	23.970	25.168	26.427	27.748	29.135	30.592	
PUBLIC WORKS INSPECTOR	T75	27.758	29.146	30.604	32.134	33.740	35.427	37.199	39.059	
RECREATION SPECIALIST	T05C	15.783	16.573	17.401	18.271	19.185	20.144	21.151	22.209	
RECREATION AND COMMUNITY SVS COORDINATOR	T50B	21.741	22.828	23.970	25.168	26.427	27.748	29.135	30.592	
SECRETARY	C80	21.644	22.727	23.863	25.056	26.309	27.624	29.006	30.456	
SENIOR BUILDING INSPECTOR	A70C	31.556	33.134	34.790	36.530	38.356	40.274	42.288	44.402	
SENIOR CLERK	C71	18.945	19.893	20.887	21.932	23.028	24.180	25.389	26.658	
SENIOR CODE ENFORCEMENT INSP	T75	27.758	29.146	30.604	32.134	33.740	35.427	37.199	39.059	
SENIOR ENGINEERING AIDE	T80	27.057	28.409	29.830	31.321	32.887	34.532	36.258	38.071	
SENIOR PUBLIC WORKS SECRETARY	C90	22.645	23.777	24.966	26.214	27.525	28.901	30.346	31.864	
SENIOR UTILITY CLERK	C73	19.894	20.889	21.933	23.030	24.181	25.390	26.660	27.993	
SOCIAL SERVICES PROGRAM COORD	T10	17.051	17.904	18.799	19.739	20.726	21.762	22.850	23.993	
SOCIAL WORKER II	T25	18.198	19.108	20.063	21.066	22.120	23.226	24.387	25.606	

*CONFIDENTIAL EMPLOYEES
HUMAN RESOURCES TECHNICIAN
HUMAN RESOURCES SECRETARY/HR ASSISTANT
PAYROLL TECHNICIAN
PAYROLL COORDINATOR

EXHIBIT "A" (continued)

HOURLY BASE RATE

EFFECTIVE JANUARY 1, 2022 General Services Employees' Group	RANGE	START	AFTER	MERIT + ONE YEAR					
		RATE	6 MOS	-----IN PRIOR STEP-----					
		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
ACCOUNT CLERK I	C25	16.273	17.087	17.941	18.838	19.780	20.769	21.808	22.898
ACCOUNT CLERK II	C55	18.871	19.814	20.805	21.845	22.938	24.085	25.289	26.553
ACCOUNT CLERK III	C85	22.105	23.210	24.371	25.589	26.869	28.212	29.623	31.104
ACCOUNTING TECHNICIAN	C90B	22.871	24.015	25.216	26.477	27.800	29.190	30.650	32.182
ADMIN AIDE I	T10	17.222	18.083	18.987	19.936	20.933	21.979	23.078	24.232
ADMIN AIDE II	T20	18.032	18.933	19.880	20.874	21.917	23.013	24.164	25.372
ADMIN AIDE III	T50E	21.958	23.056	24.209	25.420	26.691	28.025	29.426	30.898
ADMIN ANALYST I	T67	25.503	26.778	28.117	29.522	30.998	32.548	34.176	35.885
ADMIN ANALYST II	T68	26.792	28.132	29.538	31.015	32.566	34.194	35.904	37.699
ADMINISTRATIVE ASSISTANT	C90	22.871	24.015	25.216	26.477	27.800	29.190	30.650	32.182
ASSISTANT PLANNER	A50	26.366	27.684	29.069	30.522	32.048	33.651	35.333	37.100
ASSOCIATE PLANNER	A60	29.628	31.110	32.665	34.299	36.013	37.814	39.705	41.690
BUILDING INSPECTOR	T70	27.497	28.872	30.316	31.832	33.423	35.094	36.849	38.691
CASE MANAGER	T45	19.003	19.953	20.951	21.999	23.098	24.253	25.466	26.739
CIVIL ENGINEERING ASSISTANT	A70	31.872	33.465	35.138	36.895	38.740	40.677	42.711	44.846
CLERK	C-20	15.458	16.231	17.043	17.895	18.789	19.729	20.715	21.751
CLERK TYPIST	C10	16.220	17.031	17.882	18.776	19.715	20.701	21.736	22.823
CODE ENFORCEMENT INSPECTOR	T65	25.517	26.792	28.132	29.539	31.016	32.566	34.195	35.904
COMM SERVICES RECREATION COORD	T10	17.222	18.083	18.987	19.936	20.933	21.979	23.078	24.232
COMMERCIAL COMPLIANCE INSPECTOR	T75	28.036	29.437	30.909	32.455	34.077	35.781	37.570	39.449
COMMUNITY PRES INSPECTOR	T65	25.517	26.792	28.132	29.539	31.016	32.566	34.195	35.904
CURATOR OF EDUC/OUTREACH COORD	T20	18.032	18.933	19.880	20.874	21.917	23.013	24.164	25.372
EDUCATION PROGRAM COORDINATOR	T05	15.941	16.738	17.575	18.454	19.376	20.345	21.362	22.430
ENGINEERING AIDE	T50	21.958	23.056	24.209	25.420	26.691	28.025	29.426	30.898
FAMILY SERVICES ADVOCATE	C71B	19.134	20.091	21.096	22.151	23.258	24.421	25.642	26.924
FAMILY SERVICES COORDINATOR	T05A	16.044	16.846	17.688	18.573	19.501	20.476	21.500	22.575
HOUSING SPECIALIST	A60A	29.628	31.110	32.665	34.299	36.013	37.814	39.705	41.690
HUMAN RESOURCES TECHNICIAN	T60	24.285	25.500	26.775	28.113	29.519	30.995	32.545	34.172
INFORMATION TECH SPECIALIST	T50	21.958	23.056	24.209	25.420	26.691	28.025	29.426	30.898
INTERMEDIATE CLERK	C50	17.048	17.900	18.795	19.735	20.722	21.758	22.846	23.988
JR ENGINEERING AIDE	T30	17.988	18.888	19.832	20.823	21.865	22.958	24.106	25.311
MANAGEMENT ANALYST	TC01	29.251	30.713	32.249	33.861	35.554	37.332	39.199	41.159
PAYROLL TECHNICIAN	C95	22.761	23.899	25.094	26.349	27.667	29.050	30.502	32.028
PAYROLL COORDINATOR	T60B	24.285	25.500	26.775	28.113	29.519	30.995	32.545	34.172
PERMIT TECHNICIAN I	T50A	21.958	23.056	24.209	25.420	26.691	28.025	29.426	30.898
PERMIT TECHNICIAN II	T60C	24.285	25.500	26.775	28.113	29.519	30.995	32.545	34.172
PLANNING AIDE	T50	21.958	23.056	24.209	25.420	26.691	28.025	29.426	30.898
PUBLIC WORKS INSPECTOR	T75	28.036	29.437	30.909	32.455	34.077	35.781	37.570	39.449
RECREATION SPECIALIST	T05C	15.941	16.738	17.575	18.454	19.376	20.345	21.362	22.430
RECREATION AND COMMUNITY SVS COORDINATOR	T50B	21.958	23.056	24.209	25.420	26.691	28.025	29.426	30.898
SECRETARY	C80	21.860	22.953	24.101	25.306	26.572	27.900	29.295	30.760
SENIOR BUILDING INSPECTOR	A70C	31.872	33.465	35.138	36.895	38.740	40.677	42.711	44.846
SENIOR CLERK	C71	19.134	20.091	21.096	22.151	23.258	24.421	25.642	26.924
SENIOR CODE ENFORCEMENT INSP	T75	28.036	29.437	30.909	32.455	34.077	35.781	37.570	39.449
SENIOR ENGINEERING AIDE	T80	27.328	28.694	30.129	31.635	33.217	34.878	36.622	38.453
SENIOR PUBLIC WORKS SECRETARY	C90	22.871	24.015	25.216	26.477	27.800	29.190	30.650	32.182
SENIOR UTILITY CLERK	C73	20.093	21.098	22.152	23.260	24.423	25.644	26.926	28.273
SOCIAL SERVICES PROGRAM COORD	T10	17.222	18.083	18.987	19.936	20.933	21.979	23.078	24.232
SOCIAL WORKER II	T25	18.380	19.299	20.264	21.277	22.341	23.458	24.631	25.862

*CONFIDENTIAL EMPLOYEES
HUMAN RESOURCES TECHNICIAN
HUMAN RESOURCES SECRETARY/HR ASSISTANT
PAYROLL TECHNICIAN
PAYROLL COORDINATOR

EXHIBIT "A" (continued)

HOURLY BASE RATE

EFFECTIVE JULY 2, 2022 General Services Employees' Group	RANGE	START	AFTER	MERIT + ONE YEAR					
		RATE STEP A	6 MOS STEP B	-----IN PRIOR STEP-----					
				STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
ACCOUNT CLERK I	C25	17.428	18.300	19.215	20.176	21.184	22.244	23.356	24.523
ACCOUNT CLERK II	C55	20.211	21.221	22.282	23.397	24.566	25.795	27.084	28.439
ACCOUNT CLERK III	C85	23.674	24.858	26.101	27.406	28.776	30.215	31.726	33.312
ACCOUNTING TECHNICIAN	C90B	24.495	25.720	27.006	28.356	29.774	31.262	32.825	34.467
ADMIN AIDE I	T10	18.445	19.367	20.335	21.352	22.420	23.541	24.718	25.954
ADMIN AIDE II	T20	19.312	20.278	21.292	22.356	23.474	24.648	25.880	27.174
ADMIN AIDE III	T50E	23.517	24.693	25.928	27.224	28.585	30.014	31.515	33.091
ADMIN ANALYST I	T67	27.314	28.679	30.113	31.619	33.200	34.860	36.603	38.433
ADMIN ANALYST II	T68	28.694	30.129	31.635	33.217	34.878	36.622	38.453	40.376
ADMINISTRATIVE ASSISTANT	C90	24.495	25.720	27.006	28.356	29.774	31.262	32.825	34.467
ASSISTANT PLANNER	A50	28.238	29.650	31.132	32.689	34.323	36.040	37.842	39.734
ASSOCIATE PLANNER	A60	31.732	33.318	34.984	36.733	38.570	40.498	42.523	44.650
BUILDING INSPECTOR	T70	29.449	30.922	32.468	34.091	35.796	37.586	39.465	41.438
CASE MANAGER	T45	20.352	21.370	22.438	23.560	24.738	25.975	27.274	28.638
CIVIL ENGINEERING ASSISTANT	A70	34.135	35.842	37.634	39.515	41.491	43.566	45.744	48.031
CLERK	C-20	16.556	17.383	18.252	19.165	20.123	21.130	22.186	23.295
CLERK TYPIST	C10	17.372	18.240	19.152	20.110	21.115	22.171	23.280	24.444
CODE ENFORCEMENT INSPECTOR	T65	27.329	28.695	30.130	31.636	33.218	34.879	36.623	38.454
COMM SERVICES RECREATION COORD	T10	18.445	19.367	20.335	21.352	22.420	23.541	24.718	25.954
COMMERCIAL COMPLIANCE INSPECTOR	T75	30.027	31.528	33.104	34.759	36.497	38.322	40.238	42.250
COMMUNITY PRES INSPECTOR	T65	27.329	28.695	30.130	31.636	33.218	34.879	36.623	38.454
CURATOR OF EDUC/OUTREACH COORD	T20	19.312	20.278	21.292	22.356	23.474	24.648	25.880	27.174
EDUCATION PROGRAM COORDINATOR	T05	17.073	17.926	18.823	19.764	20.752	21.790	22.879	24.023
ENGINEERING AIDE	T50	23.517	24.693	25.928	27.224	28.585	30.014	31.515	33.091
FAMILY SERVICES ADVOCATE	C71B	20.493	21.517	22.593	23.723	24.909	26.154	27.462	28.835
FAMILY SERVICES COORDINATOR	T05A	17.183	18.042	18.944	19.892	20.886	21.931	23.027	24.178
HOUSING SPECIALIST	A60A	31.732	33.318	34.984	36.733	38.570	40.498	42.523	44.650
HUMAN RESOURCES TECHNICIAN	T60	26.009	27.310	28.675	30.109	31.614	33.195	34.855	36.598
INFORMATION TECH SPECIALIST	T50	23.517	24.693	25.928	27.224	28.585	30.014	31.515	33.091
INTERMEDIATE CLERK	C50	18.258	19.171	20.130	21.136	22.193	23.303	24.468	25.691
JR ENGINEERING AIDE	T30	19.265	20.228	21.240	22.302	23.417	24.588	25.817	27.108
MANAGEMENT ANALYST	TC01	31.328	32.894	34.539	36.266	38.079	39.983	41.982	44.081
PAYROLL TECHNICIAN	C95	24.377	25.596	26.876	28.219	29.630	31.112	32.668	34.301
PAYROLL COORDINATOR	T60B	26.009	27.310	28.675	30.109	31.614	33.195	34.855	36.598
PERMIT TECHNICIAN I	T50A	23.517	24.693	25.928	27.224	28.585	30.014	31.515	33.091
PERMIT TECHNICIAN II	T60C	26.009	27.310	28.675	30.109	31.614	33.195	34.855	36.598
PLANNING AIDE	T50	23.517	24.693	25.928	27.224	28.585	30.014	31.515	33.091
PUBLIC WORKS INSPECTOR	T75	30.023	31.525	33.101	34.756	36.494	38.318	40.234	42.246
RECREATION SPECIALIST	T05C	17.073	17.926	18.823	19.764	20.752	21.790	22.879	24.023
RECREATION AND COMMUNITY SVS COORDINATOR	T50B	23.517	24.693	25.928	27.224	28.585	30.014	31.515	33.091
SECRETARY	C80	23.412	24.583	25.812	27.102	28.458	29.880	31.374	32.943
SENIOR BUILDING INSPECTOR	A70C	34.135	35.842	37.634	39.515	41.491	43.566	45.744	48.031
SENIOR CLERK	C71	20.493	21.517	22.593	23.723	24.909	26.154	27.462	28.835
SENIOR CODE ENFORCEMENT INSP	T75	30.023	31.525	33.101	34.756	36.494	38.318	40.234	42.246
SENIOR ENGINEERING AIDE	T80	29.268	30.732	32.268	33.882	35.576	37.355	39.222	41.183
SENIOR PUBLIC WORKS SECRETARY	C90	24.495	25.720	27.006	28.356	29.774	31.262	32.825	34.467
SENIOR UTILITY CLERK	C73	21.520	22.596	23.725	24.912	26.157	27.465	28.838	30.280
SOCIAL SERVICES PROGRAM COORD	T10	18.445	19.367	20.335	21.352	22.420	23.541	24.718	25.954
SOCIAL WORKER II	T25	19.685	20.669	21.703	22.788	23.927	25.124	26.380	27.699

*CONFIDENTIAL EMPLOYEES
HUMAN RESOURCES TECHNICIAN
HUMAN RESOURCES SECRETARY/HR ASSISTANT
PAYROLL TECHNICIAN
PAYROLL COORDINATOR