

**RESOLUTION NO. \_\_\_\_\_**

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LA HABRA, CALIFORNIA, REPEALING AND REPLACING RESOLUTION NO. 6011 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. 6011 on June 21, 2021; 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" and "B" indicating the change in benefits and the salary schedule in effect as of July 2, 2022.

PASSED, APPROVED AND ADOPTED THIS 20<sup>th</sup> day of June, 2022.

\_\_\_\_\_  
Jose Medrano  
Mayor

ATTEST:

\_\_\_\_\_  
Rhonda Barone, CMC  
Assistant City Clerk

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

I, Rhonda Barone, CMC, Assistant 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 20<sup>th</sup> day of June, 2022, 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 20<sup>th</sup> day of June, 2022.

\_\_\_\_\_  
Rhonda Barone, CMC  
Assistant City Clerk

EXHIBIT A

**Professional Employees' Group**

<b>Salary and Benefits</b>	
Cost of Living Adjustment	No Cost of Living Adjustment
One-Time Lump Sum Payment	The City will provide a one-time lump sum of two thousand five hundred dollars (\$2,500) to all active full-time employees payable June 30, 2022. (Employees hired on or after June 17, 2022 will not be eligible for the lump sum payment).
Cafeteria Medical Insurance Allowance	Effective July 1, 2022, the City will increase its current 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 current insurance contribution by \$50 per month to a maximum of \$1,550 per month on a use or lose basis.
Opt-Out	Effective July 1, 2022, the City will increase its opt-out by \$100 per month to a maximum of \$300 per month.
State Disability Insurance (SDI) and State Family Leave (PFL)	Effective July 2, 2022, the City agrees to add SDI and PFL programs to all unit employees and the employee shall pay all costs associated with these programs.
Addition of top step for Program Specialist position only	Addition of top step of five percent (5%), effective on the first full pay period on July 2, 2022 and elimination of the bottom step. Employees in step B becomes step A, etc. and the current step H becomes step G.
Removal of Employment and Training Program Coordinator position	Remove Employment and Training Program Coordinator position and move to Mid-Managers.

## EXHIBIT B

### PROFESSIONAL EMPLOYEES

HOURLY RATE

EFFECTIVE July 2, 2022                      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
LEAD TEACHER	A-15	21.651	22.734	23.870	25.064	26.317	27.633	29.014	30.465
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	28.463	29.460
*FOOD PROGRAM COORDINATOR	A-30D	20.411	21.432	22.503	23.629	24.810	26.050	27.353	28.310
*CHILD DEVELOPMENT OFFICE ASSISTANT	A-30E	20.411	21.432	22.503	23.629	24.810	26.050	27.353	28.310
*CHILD DEVELOPMENT OFFICE MANAGER	A-90D	24.495	25.720	27.006	28.356	29.774	31.262	32.825	34.467
PROGRAM SPECIALIST	A-70B	32.755	34.393	36.113	37.919	39.814	41.805	43.268	45.432

\*NON-EXEMPT

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