

RESOLUTION NO. 2023-17

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LOS ALAMITOS, CALIFORNIA, AMENDING RESOLUTION NUMBER 2023-09, THE SALARY AND BENEFIT RESOLUTION FOR NON-REPRESENTED EMPLOYEES

WHEREAS, the City of Los Alamitos desires to promote improved employer-employee relations between the City of Los Alamitos and its employees by establishing and presenting the rights and benefits of the employees and the City of Los Alamitos; and,

WHEREAS, on November 15, 2021, the City Council adopted Resolution No. 2021-25 establishing the salaries and benefits for Non-Represented Employees of the City of Los Alamitos, which was thereafter modified by Resolution Nos. 2022-07 and 2022-24, on February 28, 2022 and July 18, 2022 respectively, and most recently by Resolution No. 2023-09 (the "Salary and Benefit Resolution for Non-Represented Employees of the City of Los Alamitos"); and,

WHEREAS, the City of Los Alamitos seeks to amend the Salary and Benefit Resolution for Non-Represented Employees of the City of Los Alamitos by (1) eliminating Tier 2 from the Salary Schedule, and (2) establishing a retention-performance bonus program.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF LOS ALAMITOS DOES RESOLVE AS FOLLOWS:

SECTION 1. Incorporation of Recitals. The City Council of the City of Los Alamitos, California, finds that the above recitals are true and correct.

SECTION 2. Effective Date. This Resolution and the amendments to the Salary and Benefit Resolution for Non-Represented Employees of the City of Los Alamitos specified herein shall become effective July 1, 2023.

SECTION 3. Salary Schedule. The City of Los Alamitos Executive Management & Non-Represented Employees Salary Schedule attached hereto as Exhibit "1" is hereby appended to and made a part of the Salary and Benefit Resolution for Non-Represented Employees of the City of Los Alamitos and shall supersede and replace Exhibit "A" of Resolution No. 2023-09. The reference to Exhibits A1, A2, and A3 in Section 5 (Salary Ranges) of Resolution No 2023-09 is amended to refer only to Exhibits A1 and A2 of the Executive Management & Non-Represented Employees Salary Schedule.


SECTION 4. Elimination of Tier 2. All City staff at Tier 2 of the Salary Schedule as of June 20, 2023, shall move to Tier 1 at their current Step on the Effective Date of this Resolution, and as listed in Exhibit "A" attached hereto.

SECTION 5. Retention-Performance Bonus. Upon completion of five (5) consecutive years of service as a Full Time Employee to the City of Los Alamitos, an employee will be eligible to receive a \$5,000 retention-performance bonus, and a \$10,000 retention-performance bonus at each five-year increment thereafter (i.e., years ten (10), fifteen (15), twenty (20) *et cetera.*). The retention-performance bonus will be awarded at each milestone evaluation/anniversary date where an employee earns at least a meets expectations (or equivalent) rating on his/her performance evaluation. This retention-performance bonus is not PERSable and will not be reported as pensionable compensation. The retention-bonus will be awarded on the milestone anniversary date only and not each year. The City will recognize one past milestone immediately from the employee's current date of employment, if a milestone has passed.

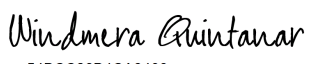
SECTION 6. Continuing Force and Effect. Except as expressly modified above, all terms and conditions of the Salary and Benefit Resolution for Non-Represented Employees of the City of Los Alamitos as set forth in Resolution 2023-09 shall remain unchanged and in full force and effect.

SECTION 7. Certification. The City Clerk shall certify as to the adoption of this Resolution.

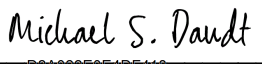
PASSED, APPROVED, AND ADOPTED this 20th day of June 2023.

DocuSigned by:

9F301000C00C4A2...
Tanya Doby, Mayor

ATTEST:

DocuSigned by:

54BCC20B4CA8408...
Windmera Quintanar, CMC, City Clerk

APPROVED AS TO FORM:

DocuSigned by:

D2A022E0E4DF418...
Michael S. Daudt, City Attorney

STATE OF CALIFORNIA)
COUNTY OF ORANGE) ss
CITY OF LOS ALAMITOS)

I, Windmera Quintanar, MMC, City Clerk of the City of Los Alamitos, do hereby certify that the foregoing Resolution was adopted at a regular meeting of the City Council held on the 20th day of June 2023 by the following vote, to wit:

AYES: COUNCILMEMBERS: Hasselbrink, Nefulda, Doby
NOES: COUNCILMEMBERS: Hibard, Murphy
ABSENT: COUNCILMEMBERS: None
ABSTAIN: COUNCILMEMBERS: None

DocuSigned by:

Windmera Quintanar

54BCC26B4CA8409...

Windmera Quintanar, MMC, City Clerk

Exhibit "A"

**The City of Los Alamitos Executive Management & Non-Represented Employees
Salary Schedule**

**CITY OF LOS ALAMITOS EXECUTIVE MANAGEMENT & NON-REPRESENTED EMPLOYEES
SALARY SCHEDULE
EFFECTIVE JULY 2, 2023**

CODE	CLASSIFICATION TITLE	TIER	CATGV/FLSA		STEP A	STEP B	STEP C	STEP D	STEP E
310	Benefits Coordinator/Executive Asst	1	C - E	HOURLY	40.13	42.14	44.24	46.45	48.78
				MONTHLY	6,956.09	7,303.61	7,668.31	8,052.11	8,455.00
				ANNUAL	83,473.08	87,643.30	92,019.73	96,625.30	101,460.00
324	Recreation Supervisor	1	C - E	HOURLY	36.63	38.63	40.76	42.99	45.36
326	Economic Development Supervisor			MONTHLY	6,349.82	6,696.14	7,064.93	7,452.43	7,862.40
328	Public Works Supervisor			ANNUAL	76,197.89	80,353.73	84,779.14	89,429.18	94,348.80
951	Deputy City Clerk								
330	Assistant to the City Manager	1	C - E	HOURLY	42.22	44.33	46.54	48.88	51.33
				MONTHLY	7,318.13	7,683.87	8,066.93	8,472.53	8,897.20
				ANNUAL	87,817.60	92,206.40	96,803.20	101,670.40	106,766.40
340	Finance Manager	1	MM - E	HOURLY	48.56	50.99	53.54	56.20	59.01
355	Recreation Manager		MM - E	MONTHLY	8,416.51	8,837.71	9,279.50	9,741.89	10,228.61
362	Administrative Services Manager		A - E	ANNUAL	100,998.14	106,052.54	111,354.05	116,902.66	122,743.30
365	Development Services Manager		MM - E						
370	City Clerk	1	A - E	HOURLY	43.20	45.36	47.64	50.02	52.52
				MONTHLY	7,488.00	7,862.40	8,257.60	8,670.13	9,103.47
				ANNUAL	89,856.00	94,348.80	99,091.20	104,041.60	109,241.60
373	City Clerk/ Director of Communication	1	A - E	HOURLY	45.36	47.64	50.02	52.52	55.14
				MONTHLY	7,862.40	8,257.60	8,670.13	9,103.47	9,557.60
				ANNUAL	94,348.80	99,091.20	104,041.60	109,241.60	114,691.20
380	Support Services Manager	1	MM - E	HOURLY	51.34	53.91	56.60	59.43	62.39
				MONTHLY	8,898.93	9,344.40	9,810.67	10,301.20	10,814.27
				ANNUAL	106,787.20	112,132.80	117,728.00	123,614.40	129,771.20
405	Finance Director	1	A - E	HOURLY	55.70	61.25	66.84	71.64	77.97
				MONTHLY	9,654.67	10,616.67	11,585.60	12,417.60	13,514.80
				ANNUAL	115,856.00	127,400.00	139,027.20	149,011.20	162,177.60
390	Police Captain	1	MM - E	HOURLY	64.16	67.37	70.75	74.28	78.00
				MONTHLY	11,121.07	11,677.47	12,263.33	12,875.20	13,520.00
				ANNUAL	133,452.80	140,129.60	147,160.00	154,502.40	162,240.00
400	Administrative Services Director	1	A - E	HOURLY	58.49	64.33	70.19	75.24	81.87
430	Recreation & Community Svcs Director			MONTHLY	10,138.27	11,150.53	12,166.27	13,041.60	14,190.80
				ANNUAL	121,659.20	133,806.40	145,995.20	156,499.20	170,289.60
410	Development Services Director	1	A - E	HOURLY	61.41	67.54	73.70	78.99	85.96
				MONTHLY	10,644.40	11,706.93	12,774.67	13,691.60	14,899.73
				ANNUAL	127,732.80	140,483.20	153,296.00	164,299.20	178,796.80
440	Police Chief	1	A - E	HOURLY	68.04	74.83	81.64	88.43	95.25
				MONTHLY	11,793.60	12,970.53	14,150.93	15,327.87	16,510.00
				ANNUAL	141,523.20	155,646.40	169,811.20	183,934.40	198,120.00
500	City Manager	n/a	A - E	City Manager salary is set by contract with the City Council.					

Employment Category

A = At Will
C = Confidential
MM = Mid-management

Fair Labor Standards Act Classification

E = Exempt from overtime

CITY OF LOS ALAMITOS EXECUTIVE MANAGEMENT & NON-REPRESENTED EMPLOYEES
SALARY SCHEDULE
 EFFECTIVE NOVEMBER 5, 2023

CODE	CLASSIFICATION TITLE	TIER	CATGY/FLSA		STEP A	STEP B	STEP C	STEP D	STEP E
310	Benefits Coordinator/Executive Asst	1	C - E	HOURLY	40.93	42.98	45.13	47.38	49.75
				MONTHLY	7,095.21	7,449.68	7,821.68	8,213.15	8,624.10
				ANNUAL	85,142.54	89,396.16	93,860.13	98,557.81	103,489.20
324	Recreation Supervisor	1	C - E	HOURLY	37.37	39.41	41.57	43.86	46.27
326	Economic Development Supervisor			MONTHLY	6,477.12	6,830.93	7,205.33	7,602.19	8,019.65
328	Public Works Supervisor			ANNUAL	77,725.44	81,971.14	86,463.94	91,226.30	96,235.78
951	Deputy City Clerk								
330	Assistant to the City Manager	1	C - E	HOURLY	43.06	45.22	47.47	49.86	52.36
				MONTHLY	7,463.73	7,838.13	8,228.13	8,642.40	9,075.73
				ANNUAL	89,564.80	94,057.60	98,737.60	103,708.80	108,908.80
340	Finance Manager	1	MM - E	HOURLY	49.53	52.00	54.60	57.33	60.20
355	Recreation Manager		MM-E	MONTHLY	8,584.84	9,014.08	9,464.79	9,938.03	10,434.93
362	Administrative Services Manager		A - E	ANNUAL	103,018.11	108,169.01	113,577.46	119,256.34	125,219.15
365	Development Services Manager		MM - E						
370	City Clerk	1	A - E	HOURLY	44.06	46.27	48.59	51.02	53.57
				MONTHLY	7,637.07	8,020.13	8,422.27	8,843.47	9,285.47
				ANNUAL	91,644.80	96,241.60	101,067.20	106,121.60	111,425.60
373	City Clerk/ Director of Communication	1	A - E	HOURLY	46.27	48.59	51.02	53.57	56.24
				MONTHLY	8,020.13	8,422.27	8,843.47	9,285.47	9,748.27
				ANNUAL	96,241.60	101,067.20	106,121.60	111,425.60	116,979.20
380	Support Services Manager	1	MM - E	HOURLY	52.37	54.99	57.73	60.62	63.64
				MONTHLY	9,077.47	9,531.60	10,006.53	10,507.47	11,030.93
				ANNUAL	108,929.60	114,379.20	120,078.40	126,089.60	132,371.20
405	Finance Director	1	A - E	HOURLY	56.81	62.48	68.18	73.07	79.53
				MONTHLY	9,847.07	10,829.87	11,817.87	12,665.47	13,785.20
				ANNUAL	118,164.80	129,958.40	141,814.40	151,985.60	165,422.40
390	Police Captain	1	MM - E	HOURLY	65.44	68.72	72.17	75.77	79.56
				MONTHLY	11,342.93	11,911.47	12,509.47	13,133.47	13,790.40
				ANNUAL	136,115.20	142,937.60	150,113.60	157,601.60	165,484.80
400	Administrative Services Director	1	A - E	HOURLY	59.66	65.62	71.59	76.74	83.51
430	Recreation & Community Svcs Director			MONTHLY	10,341.07	11,374.13	12,408.93	13,301.60	14,475.07
				ANNUAL	124,092.80	136,489.60	148,907.20	159,619.20	173,700.80
410	Development Services Director	1	A - E	HOURLY	62.64	68.89	75.17	80.57	87.68
				MONTHLY	10,857.60	11,940.93	13,029.47	13,965.47	15,197.87
				ANNUAL	130,291.20	143,291.20	156,353.60	167,585.60	182,374.40
440	Police Chief	1	A - E	HOURLY	69.40	76.33	83.27	90.20	97.16
				MONTHLY	12,029.33	13,230.53	14,433.47	15,634.67	16,841.07
				ANNUAL	144,352.00	158,766.40	173,201.60	187,616.00	202,092.80
500	City Manager	n/a	A - E	City Manager salary is set by contract with the City Council.					

Employment Category

A = At Will
 C = Confidential
 MM = Mid-management

Fair Labor Standards Act Classification

E = Exempt from overtime