

RESOLUTION NO. 2024-26

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LOS ALAMITOS, CALIFORNIA, APPROVING JOB DESCRIPTIONS FOR EXECUTIVE ASSISTANT, SENIOR MANAGEMENT ANALYST, HUMAN RESOURCES ANALYST, ADMINISTRATIVE ANALYST, AND ADMINISTRATIVE SERVICES DIRECTOR AND UPDATING THE EXECUTIVE MANAGEMENT AND NON-REPRESENTED EMPLOYEES SALARY SCHEDULE

WHEREAS, on April 29, 2024 the City of Los Alamitos City Council adopted Resolution 2024-13 amending and restating the Salaries and Benefit Resolution for Executive Management and Non-Represented Employees; and

WHEREAS, the City now desires to amend the Salaries and Benefit Resolution for Non-Represented Employees to add the job descriptions for the following full-time positions: Executive Assistant, Senior Management Analyst, Human Resources Analyst, Administrative Analyst, and Administrative Services Director; and,

WHEREAS, the City now desires to update the Non-Represented Employees Salary Schedule to include the new Executive Assistant, Senior Management Analyst, Human Resources Analyst, Administrative Analyst, and Administrative Services Director positions.

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

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

SECTION 2. Section 3, Subsection C. of Salaries and Benefit Resolution for Non-Represented Employees is hereby amended and restated to read:

- C. EMPLOYEE OR NON-REPRESENTED EMPLOYEE: Except as otherwise specified in this Resolution, any person regularly employed by the City of Los Alamitos in one or more full-time positions of Executive Management, Middle Management or Confidential Employees.
1. Executive Management employees are the following positions: City Clerk/Director of Communications, City Clerk, Finance Director, Administrative Services Director, Administrative Services Manager, Police Chief, Development Services

Director, Recreation and Community Services Director, Assistant City Manager, and City Manager.

2. Middle Management employees are the following positions: Recreation Manager, Development Services Manager, Police Captain, Public Services Superintendent, Support Services Manager, Finance Manager.
3. Confidential employees are the following positions: Public Works Supervisor, Recreation Supervisor, Assistant to the City Manager, Deputy City Clerk, Benefits Coordinator/Executive Assistant, Economic Development Supervisor, Senior Management Analyst, Human Resources Analyst, Management Analyst, Administrative Analyst, and Executive Assistant.

SECTION 3. The City Council approves the job descriptions for Executive Assistant (Exhibit A), Senior Management Analyst (Exhibit B), Human Resources Analyst (Exhibit C), Administrative Analyst (Exhibit D), and Administrative Services Director (Exhibit E).

SECTION 4. The City Council amends and restates the Non-Represented Employees Salary Schedule to include Executive Assistant, Senior Management Analyst, Human Resources Analyst, Administrative Analyst, and Administrative Service Director effective July 22, 2024, attached hereto as (Exhibit F).

SECTION 5. The City Clerk shall certify as to the adoption of this Resolution.

PASSED, APPROVED, AND ADOPTED this 22nd day of July, 2024.

Signed by:

20FB50B2CEDB450...
Jordan B. Nefulda, Mayor

ATTEST:

DocuSigned by:

54BCC26B4CA8409...
Windmera Quintanar, MMC, City Clerk

APPROVED AS TO FORM:

Signed by:
Michael S. Daudt
350A1F4BDEFA45B...
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 22nd day of July, 2024, by the following vote, to wit:

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

DocuSigned by:
Windmera Quintanar
54BCC26B4CA8408...
Windmera Quintanar, MMC, City Clerk

CITY OF LOS ALAMITOS EXECUTIVE MANAGEMENT & NON-REPRESENTED EMPLOYEES

SALARY SCHEDULE

EFFECTIVE JULY 22, 2024

CODE	CLASSIFICATION TITLE	CATGY/FLSA		STEP A	STEP B	STEP C	STEP D	STEP E
212	Administrative Analyst	C - E	HOURLY	40.87	42.91	45.05	47.31	49.67
			MONTHLY	7,083.37	7,437.54	7,809.41	8,199.88	8,609.88
			ANNUAL	85,000.41	89,250.43	93,712.95	98,398.60	103,318.53
213	Human Resources Analyst	C - E	HOURLY	43.02	45.17	47.43	49.80	52.29
			MONTHLY	7,456.18	7,828.98	8,220.43	8,631.46	9,063.03
			ANNUAL	89,474.11	93,947.82	98,645.21	103,577.47	108,756.34
220	Management Analyst	C - E	HOURLY	43.02	45.17	47.43	49.80	52.29
			MONTHLY	7,456.18	7,828.98	8,220.43	8,631.46	9,063.03
			ANNUAL	89,474.11	93,947.82	98,645.21	103,577.47	108,756.34
225	Senior Mangement Analyst	C - E	HOURLY	45.17	47.43	49.80	52.29	54.90
			MONTHLY	7,828.98	8,220.43	8,631.46	9,063.03	9,516.18
			ANNUAL	93,947.82	98,645.21	103,577.47	108,756.34	114,194.16
310	Benefits Coordinator/Executive Asst	C - E	HOURLY	36.33	38.15	40.06	42.06	44.16
			MONTHLY	6,297.41	6,612.28	6,942.89	7,290.04	7,654.54
			ANNUAL	75,568.90	79,347.34	83,314.71	87,480.44	91,854.47
315	Executive Assistant	A-E	HOURLY	31.17	32.73	34.36	36.08	37.89
			MONTHLY	5,402.73	5,672.86	5,956.51	6,254.33	6,567.05
			ANNUAL	64,832.72	68,074.35	71,478.07	75,051.97	78,804.58
324	Recreation Supervisor	C - E	HOURLY	40.36	42.38	44.49	46.72	49.05
			MONTHLY	6,995.29	7,345.05	7,712.31	8,097.92	8,502.82
			ANNUAL	83,943.48	88,140.65	92,547.68	97,175.07	102,033.82
326	Economic Development Supervisor	C - E	HOURLY	40.36	42.38	44.49	46.72	49.05
			MONTHLY	6,995.29	7,345.05	7,712.31	8,097.92	8,502.82
			ANNUAL	83,943.48	88,140.65	92,547.68	97,175.07	102,033.82
328	Public Works Supervisor	C - E	HOURLY	40.36	42.38	44.49	46.72	49.05
			MONTHLY	6,995.29	7,345.05	7,712.31	8,097.92	8,502.82
			ANNUAL	83,943.48	88,140.65	92,547.68	97,175.07	102,033.82
951	Deputy City Clerk	C - E	HOURLY	40.36	42.38	44.49	46.72	49.05
			MONTHLY	6,995.29	7,345.05	7,712.31	8,097.92	8,502.82
			ANNUAL	83,943.48	88,140.65	92,547.68	97,175.07	102,033.82
330	Assistant to the City Manager	C - E	HOURLY	46.50	48.83	51.27	53.84	56.53
			MONTHLY	8,060.83	8,463.87	8,887.07	9,331.42	9,797.99
			ANNUAL	96,729.98	101,566.48	106,644.81	111,977.05	117,575.90
340	Finance Manager	MM - E	HOURLY	53.49	56.17	58.98	61.92	65.02
			MONTHLY	9,272.02	9,735.62	10,222.40	10,733.52	11,270.19
			ANNUAL	111,264.19	116,827.40	122,668.77	128,802.21	135,242.32
355	Recreation Manager	MM-E	HOURLY	53.49	56.17	58.98	61.92	65.02
			MONTHLY	9,272.02	9,735.62	10,222.40	10,733.52	11,270.19
			ANNUAL	111,264.19	116,827.40	122,668.77	128,802.21	135,242.32
362	Administrative Services Manager	A - E	HOURLY	53.49	56.17	58.98	61.92	65.02
			MONTHLY	9,272.02	9,735.62	10,222.40	10,733.52	11,270.19
			ANNUAL	111,264.19	116,827.40	122,668.77	128,802.21	135,242.32
365	Development Services Manager	MM - E	HOURLY	53.49	56.17	58.98	61.92	65.02
			MONTHLY	9,272.02	9,735.62	10,222.40	10,733.52	11,270.19
			ANNUAL	111,264.19	116,827.40	122,668.77	128,802.21	135,242.32
370	City Clerk	A - E	HOURLY	47.58	49.96	52.46	55.09	57.84
			MONTHLY	8,248.03	8,660.43	9,093.46	9,548.13	10,025.53
			ANNUAL	98,976.38	103,925.20	109,121.46	114,577.54	120,306.41
373	City Clerk/ Director of Communication	A - E	HOURLY	49.97	52.47	55.09	57.85	60.74
			MONTHLY	8,661.74	9,094.83	9,549.57	10,027.05	10,528.40
			ANNUAL	103,940.93	109,137.97	114,594.87	120,324.62	126,340.85

**CITY OF LOS ALAMITOS EXECUTIVE MANAGEMENT & NON-REPRESENTED EMPLOYEES
SALARY SCHEDULE
EFFECTIVE JULY 22, 2024**

CODE	CLASSIFICATION TITLE	CATGY/FLSA		STEP A	STEP B	STEP C	STEP D	STEP E
380	Support Services Manager	MM - E	HOURLY	56.56	59.39	62.36	65.47	68.75
			MONTHLY	9,803.66	10,293.85	10,808.54	11,348.97	11,916.41
			ANNUAL	117,643.97	123,526.17	129,702.47	136,187.60	142,996.98
405	Finance Director	A - E	HOURLY	61.35	67.49	73.56	78.71	85.80
			MONTHLY	10,634.83	11,698.32	12,751.16	13,643.75	14,871.68
			ANNUAL	127,617.98	140,379.78	153,013.96	163,724.94	178,460.18
390	Police Captain	MM - E	HOURLY	70.68	74.21	77.92	81.82	85.91
			MONTHLY	12,250.37	12,862.89	13,506.03	14,181.33	14,890.40
			ANNUAL	147,004.42	154,354.64	162,072.37	170,175.99	178,684.79
400	Administrative Services Director	A - E	HOURLY	65.02	68.27	71.68	75.27	79.03
			MONTHLY	11,270.17	11,833.67	12,442.08	13,046.63	13,698.96
			ANNUAL	135,242.00	142,004.09	149,305.00	156,559.51	164,387.49
410	Development Services Director	A - E	HOURLY	67.65	74.42	81.11	86.79	94.60
			MONTHLY	11,726.21	12,898.83	14,059.72	15,043.90	16,397.86
			ANNUAL	140,714.50	154,785.95	168,716.68	180,526.85	196,774.26
430	Recreation & Community Svcs Director	A - E	HOURLY	64.43	70.88	77.25	82.66	90.10
			MONTHLY	11,168.35	12,285.19	13,390.85	14,328.21	15,617.75
			ANNUAL	134,020.22	147,422.25	160,690.25	171,938.57	187,413.04
440	Police Chief	A - E	HOURLY	74.95	82.45	89.87	97.06	104.82
			MONTHLY	12,991.68	14,290.85	15,577.02	16,823.19	18,169.04
			ANNUAL	155,900.16	171,490.18	186,924.29	201,878.24	218,028.49
500	City Manager	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 JULY 1, 2025

3.0% Increase

CODE	CLASSIFICATION TITLE	CATGY/FLSA		STEP A	STEP B	STEP C	STEP D	STEP E
212	Administrative Analyst	C - E	HOURLY	42.09	44.20	46.41	48.73	51.16
			MONTHLY	7,295.87	7,660.66	8,043.69	8,445.88	8,868.17
			ANNUAL	87,550.42	91,927.94	96,524.34	101,350.55	106,418.08
213	Human Resources Analyst	C - E	HOURLY	44.31	46.52	48.85	51.29	53.86
			MONTHLY	7,679.86	8,063.85	8,467.05	8,890.40	9,334.92
			ANNUAL	92,158.34	96,766.25	101,604.56	106,684.79	112,019.03
220	Management Analyst	C - E	HOURLY	44.31	46.52	48.85	51.29	53.86
			MONTHLY	7,679.86	8,063.85	8,467.05	8,890.40	9,334.92
			ANNUAL	92,158.34	96,766.25	101,604.56	106,684.79	112,019.03
225	Senior Mangement Analyst	C - E	HOURLY	46.52	48.85	51.29	53.86	56.55
			MONTHLY	8,063.85	8,467.05	8,890.40	9,334.92	9,801.67
			ANNUAL	96,766.25	101,604.56	106,684.79	112,019.03	117,619.98
310	Benefits Coordinator/Executive Asst	C - E	HOURLY	37.42	39.29	41.26	43.32	45.49
			MONTHLY	6,486.33	6,810.65	7,151.18	7,508.74	7,884.17
			ANNUAL	77,835.96	81,727.76	85,814.15	90,104.86	94,610.10
315	Executive Assistant	C - E	HOURLY	32.10	33.71	35.40	37.17	39.02
			MONTHLY	5,564.81	5,843.05	6,135.20	6,441.96	6,764.06
			ANNUAL	66,777.70	70,116.58	73,622.41	77,303.53	81,168.71
324	Recreation Supervisor	C - E	HOURLY	41.57	43.65	45.83	48.12	50.53
			MONTHLY	7,205.15	7,565.41	7,943.68	8,340.86	8,757.90
			ANNUAL	86,461.78	90,784.87	95,324.11	100,090.32	105,094.83
326	Economic Development Supervisor	C - E	HOURLY	41.57	43.65	45.83	48.12	50.53
			MONTHLY	7,205.15	7,565.41	7,943.68	8,340.86	8,757.90
			ANNUAL	86,461.78	90,784.87	95,324.11	100,090.32	105,094.83
328	Public Works Supervisor	C - E	HOURLY	41.57	43.65	45.83	48.12	50.53
			MONTHLY	7,205.15	7,565.41	7,943.68	8,340.86	8,757.90
			ANNUAL	86,461.78	90,784.87	95,324.11	100,090.32	105,094.83
951	Deputy City Clerk	C - E	HOURLY	41.57	43.65	45.83	48.12	50.53
			MONTHLY	7,205.15	7,565.41	7,943.68	8,340.86	8,757.90
			ANNUAL	86,461.78	90,784.87	95,324.11	100,090.32	105,094.83
330	Assistant to the City Manager	C - E	HOURLY	47.90	50.29	52.81	55.45	58.22
			MONTHLY	8,302.66	8,717.79	9,153.68	9,611.36	10,091.93
			ANNUAL	99,631.88	104,613.48	109,844.15	115,336.36	121,103.18
340	Finance Manager	MM - E	HOURLY	55.10	57.85	60.74	63.78	66.97
			MONTHLY	9,550.18	10,027.69	10,529.07	11,055.52	11,608.30
			ANNUAL	114,602.12	120,332.22	126,348.83	132,666.28	139,299.59
355	Recreation Manager	MM - E	HOURLY	55.10	57.85	60.74	63.78	66.97
			MONTHLY	9,550.18	10,027.69	10,529.07	11,055.52	11,608.30
			ANNUAL	114,602.12	120,332.22	126,348.83	132,666.28	139,299.59
362	Administrative Services Manager	A - E	HOURLY	55.10	57.85	60.74	63.78	66.97
			MONTHLY	9,550.18	10,027.69	10,529.07	11,055.52	11,608.30
			ANNUAL	114,602.12	120,332.22	126,348.83	132,666.28	139,299.59
365	Development Services Manager	MM - E	HOURLY	55.10	57.85	60.74	63.78	66.97
			MONTHLY	9,550.18	10,027.69	10,529.07	11,055.52	11,608.30
			ANNUAL	114,602.12	120,332.22	126,348.83	132,666.28	139,299.59
370	City Clerk	A - E	HOURLY	49.01	51.46	54.04	56.74	59.57
			MONTHLY	8,495.47	8,920.25	9,366.26	9,834.57	10,326.30
			ANNUAL	101,945.68	107,042.96	112,395.11	118,014.86	123,915.61
373	City Clerk/ Director of Communication	A - E	HOURLY	51.47	54.04	56.75	59.58	62.56
			MONTHLY	8,921.60	9,367.68	9,836.06	10,327.86	10,844.26
			ANNUAL	107,059.16	112,412.11	118,032.72	123,934.36	130,131.07

CITY OF LOS ALAMITOS EXECUTIVE MANAGEMENT & NON-REPRESENTED EMPLOYEES

SALARY SCHEDULE

EFFECTIVE JULY 1, 2025

3.0% Increase

CODE	CLASSIFICATION TITLE	CATGY/FLSA		STEP A	STEP B	STEP C	STEP D	STEP E
380	Support Services Manager	MM - E	HOURLY	58.26	61.17	64.23	67.44	70.81
			MONTHLY	10,097.77	10,602.66	11,132.80	11,689.44	12,273.91
			ANNUAL	121,173.29	127,231.95	133,593.55	140,273.23	147,286.89
405	Finance Director	A - E	HOURLY	63.20	69.51	75.77	81.08	88.37
			MONTHLY	10,953.88	12,049.26	13,133.70	14,053.06	15,317.83
			ANNUAL	131,446.52	144,591.18	157,604.38	168,636.69	183,813.99
390	Police Captain	MM - E	HOURLY	72.80	76.44	80.26	84.27	88.48
			MONTHLY	12,617.88	13,248.77	13,911.21	14,606.77	15,337.11
			ANNUAL	151,414.55	158,985.28	166,934.54	175,281.27	184,045.33
400	Administrative Services Director	A - E	HOURLY	66.97	70.32	73.84	77.53	81.40
			MONTHLY	11,608.27	12,188.68	12,798.12	13,438.03	14,109.93
			ANNUAL	139,299.26	146,264.22	153,577.43	161,256.30	169,319.12
410	Development Services Director	A - E	HOURLY	69.68	76.65	83.55	89.40	97.44
			MONTHLY	12,077.99	13,285.79	14,481.52	15,495.22	16,889.79
			ANNUAL	144,935.93	159,429.52	173,778.18	185,942.65	202,677.49
430	Recreation & Community Svcs Director	A - E	HOURLY	66.37	73.00	79.57	85.14	92.81
			MONTHLY	11,503.40	12,653.74	13,792.58	14,758.06	16,086.29
			ANNUAL	138,040.83	151,844.91	165,510.96	177,096.72	193,035.43
440	Police Chief	A - E	HOURLY	77.20	84.92	92.56	99.97	107.97
			MONTHLY	13,381.43	14,719.57	16,044.34	17,327.88	18,714.11
			ANNUAL	160,577.16	176,634.88	192,532.02	207,934.58	224,569.35
500	City Manager	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 JULY 1, 2026

3.0% Increase

CODE	CLASSIFICATION TITLE	CATGY/FLSA		STEP A	STEP B	STEP C	STEP D	STEP E
212	Administrative Analyst	C - E	HOURLY	43.35	45.52	47.80	50.19	52.70
			MONTHLY	7,514.74	7,890.48	8,285.01	8,699.26	9,134.22
			ANNUAL	90,176.93	94,685.78	99,420.07	104,391.07	109,610.62
213	Human Resources Analyst	C - E	HOURLY	45.64	47.92	50.31	52.83	55.47
			MONTHLY	7,910.26	8,305.77	8,721.06	9,157.11	9,614.97
			ANNUAL	94,923.09	99,669.24	104,652.70	109,885.34	115,379.60
220	Management Analyst	C - E	HOURLY	45.64	47.92	50.31	52.83	55.47
			MONTHLY	7,910.26	8,305.77	8,721.06	9,157.11	9,614.97
			ANNUAL	94,923.09	99,669.24	104,652.70	109,885.34	115,379.60
225	Senior Mangement Analyst	C - E	HOURLY	47.92	50.31	52.83	55.47	58.24
			MONTHLY	8,305.77	8,721.06	9,157.11	9,614.97	10,095.72
			ANNUAL	99,669.24	104,652.70	109,885.34	115,379.60	121,148.58
310	Benefits Coordinator/Executive Asst	C - E	HOURLY	38.54	40.47	42.49	44.62	46.85
			MONTHLY	6,680.92	7,014.97	7,365.71	7,734.00	8,120.70
			ANNUAL	80,171.04	84,179.59	88,388.57	92,808.00	97,448.40
315	Executive Assistant	C - E	HOURLY	33.07	34.72	36.46	38.28	40.19
			MONTHLY	5,731.75	6,018.34	6,319.26	6,635.22	6,966.98
			ANNUAL	68,781.03	72,220.08	75,831.08	79,622.64	83,603.77
324	Recreation Supervisor	C - E	HOURLY	42.82	44.96	47.20	49.56	52.04
			MONTHLY	7,421.30	7,792.37	8,181.99	8,591.09	9,020.64
			ANNUAL	89,055.63	93,508.41	98,183.84	103,093.03	108,247.68
326	Economic Development Supervisor	C - E	HOURLY	42.82	44.96	47.20	49.56	52.04
			MONTHLY	7,421.30	7,792.37	8,181.99	8,591.09	9,020.64
			ANNUAL	89,055.63	93,508.41	98,183.84	103,093.03	108,247.68
328	Public Works Supervisor	C - E	HOURLY	42.82	44.96	47.20	49.56	52.04
			MONTHLY	7,421.30	7,792.37	8,181.99	8,591.09	9,020.64
			ANNUAL	89,055.63	93,508.41	98,183.84	103,093.03	108,247.68
951	Deputy City Clerk	C - E	HOURLY	42.82	44.96	47.20	49.56	52.04
			MONTHLY	7,421.30	7,792.37	8,181.99	8,591.09	9,020.64
			ANNUAL	89,055.63	93,508.41	98,183.84	103,093.03	108,247.68
330	Assistant to the City Manager	C - E	HOURLY	49.34	51.80	54.39	57.11	59.97
			MONTHLY	8,551.74	8,979.32	9,428.29	9,899.70	10,394.69
			ANNUAL	102,620.84	107,751.88	113,139.48	118,796.45	124,736.27
340	Finance Manager	MM - E	HOURLY	56.75	59.59	62.57	65.70	68.98
			MONTHLY	9,836.68	10,328.52	10,844.94	11,387.19	11,956.55
			ANNUAL	118,040.18	123,942.19	130,139.30	136,646.26	143,478.58
355	Recreation Manager	MM - E	HOURLY	56.75	59.59	62.57	65.70	68.98
			MONTHLY	9,836.68	10,328.52	10,844.94	11,387.19	11,956.55
			ANNUAL	118,040.18	123,942.19	130,139.30	136,646.26	143,478.58
362	Administrative Services Manager	A - E	HOURLY	56.75	59.59	62.57	65.70	68.98
			MONTHLY	9,836.68	10,328.52	10,844.94	11,387.19	11,956.55
			ANNUAL	118,040.18	123,942.19	130,139.30	136,646.26	143,478.58
365	Development Services Manager	MM - E	HOURLY	56.75	59.59	62.57	65.70	68.98
			MONTHLY	9,836.68	10,328.52	10,844.94	11,387.19	11,956.55
			ANNUAL	118,040.18	123,942.19	130,139.30	136,646.26	143,478.58
370	City Clerk	A - E	HOURLY	50.48	53.01	55.66	58.44	61.36
			MONTHLY	8,750.34	9,187.85	9,647.25	10,129.61	10,636.09
			ANNUAL	105,004.05	110,254.25	115,766.96	121,555.31	127,633.07
373	City Clerk/ Director of Communication	A - E	HOURLY	53.01	55.67	58.45	61.37	64.44
			MONTHLY	9,189.24	9,648.71	10,131.14	10,637.70	11,169.58
			ANNUAL	110,270.93	115,784.48	121,573.70	127,652.39	134,035.01

CITY OF LOS ALAMITOS EXECUTIVE MANAGEMENT & NON-REPRESENTED EMPLOYEES

SALARY SCHEDULE

EFFECTIVE JULY 1, 2026

3.0% Increase

CODE	CLASSIFICATION TITLE	CATGY/FLSA		STEP A	STEP B	STEP C	STEP D	STEP E	
380	Support Services Manager	MM - E	HOURLY	60.00	63.00	66.15	69.46	72.94	
			MONTHLY	10,400.71	10,920.74	11,466.78	12,040.12	12,642.12	
			ANNUAL	124,808.49	131,048.91	137,601.36	144,481.42	151,705.49	
405	Finance Director	A - E	HOURLY	65.09	71.60	78.04	83.51	91.02	
			MONTHLY	11,282.49	12,410.74	13,527.71	14,474.65	15,777.37	
			ANNUAL	135,389.92	148,928.91	162,332.51	173,695.79	189,328.41	
390	Police Captain	MM - E	HOURLY	74.98	78.73	82.66	86.80	91.14	
			MONTHLY	12,996.42	13,646.24	14,328.55	15,044.98	15,797.22	
			ANNUAL	155,956.98	163,754.83	171,942.58	180,539.70	189,566.69	
400	Administrative Services Director	A - E	HOURLY	68.98	72.43	76.05	79.85	83.85	
			MONTHLY	11,956.52	12,554.35	13,182.06	13,841.17	14,533.22	
			ANNUAL	143,478.23	150,652.14	158,184.75	166,093.99	174,398.69	
410	Development Services Director	A - E	HOURLY	71.77	78.95	86.05	92.08	100.36	
			MONTHLY	12,440.33	13,684.37	14,915.96	15,960.08	17,396.48	
			ANNUAL	149,284.01	164,212.41	178,991.53	191,520.93	208,757.82	
430	Recreation & Community Svcs Director	A - E	HOURLY	68.36	75.19	81.96	87.70	95.59	
			MONTHLY	11,848.50	13,033.36	14,206.36	15,200.80	16,568.87	
			ANNUAL	142,182.06	156,400.26	170,476.28	182,409.62	198,826.49	
440	Police Chief	A - E	HOURLY	79.52	87.47	95.34	102.97	111.21	
			MONTHLY	13,782.87	15,161.16	16,525.67	17,847.72	19,275.54	
			ANNUAL	165,394.48	181,933.93	198,307.98	214,172.62	231,306.43	
500	City Manager	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 JULY 1, 2027

4.0% Increase

CODE	CLASSIFICATION TITLE	CATGY/FLSA		STEP A	STEP B	STEP C	STEP D	STEP E
212	Administrative Analyst	C - E	HOURLY	45.09	47.34	49.71	52.20	54.81
			MONTHLY	7,815.33	8,206.10	8,616.41	9,047.23	9,499.59
			ANNUAL	93,784.01	98,473.21	103,396.87	108,566.71	113,995.05
213	Human Resources Analyst	C - E	HOURLY	47.46	49.83	52.33	54.94	57.69
220	Management Analyst		MONTHLY	8,226.67	8,638.00	9,069.90	9,523.40	9,999.57
			ANNUAL	98,720.01	103,656.01	108,838.81	114,280.75	119,994.79
225	Senior Mangement Analyst	C - E	HOURLY	49.83	52.33	54.94	57.69	60.57
			MONTHLY	8,638.00	9,069.90	9,523.40	9,999.57	10,499.54
			ANNUAL	103,656.01	108,838.81	114,280.75	119,994.79	125,994.53
310	Benefits Coordinator/Executive Asst	C - E	HOURLY	40.09	42.09	44.19	46.40	48.72
			MONTHLY	6,948.16	7,295.56	7,660.34	8,043.36	8,445.53
			ANNUAL	83,377.88	87,546.78	91,924.12	96,520.32	101,346.34
315	Executive Assistant	C - E	HOURLY	34.39	36.11	37.92	39.81	41.80
			MONTHLY	5,961.02	6,259.07	6,572.03	6,900.63	7,245.66
			ANNUAL	71,532.27	75,108.88	78,864.33	82,807.54	86,947.92
324	Recreation Supervisor	C - E	HOURLY	44.53	46.75	49.09	51.55	54.12
326	Economic Development Supervisor		MONTHLY	7,718.15	8,104.06	8,509.27	8,934.73	9,381.47
328	Public Works Supervisor		ANNUAL	92,617.86	97,248.75	102,111.19	107,216.75	112,577.59
951	Deputy City Clerk							
330	Assistant to the City Manager	C - E	HOURLY	51.31	53.88	56.57	59.40	62.37
			MONTHLY	8,893.81	9,338.50	9,805.42	10,295.69	10,810.48
			ANNUAL	106,725.67	112,061.96	117,665.06	123,548.31	129,725.72
340	Finance Manager	MM - E	HOURLY	59.02	61.97	65.07	68.32	71.74
355	Recreation Manager	MM-E	MONTHLY	10,230.15	10,741.66	11,278.74	11,842.68	12,434.81
362	Administrative Services Manager	A - E	ANNUAL	122,761.79	128,899.88	135,344.87	142,112.12	149,217.72
365	Development Services Manager	MM - E						
370	City Clerk	A - E	HOURLY	52.50	55.13	57.88	60.78	63.82
			MONTHLY	9,100.35	9,555.37	10,033.14	10,534.79	11,061.53
			ANNUAL	109,204.21	114,664.42	120,397.64	126,417.52	132,738.40
373	City Clerk/ Director of Communication	A - E	HOURLY	55.14	57.89	60.79	63.83	67.02
			MONTHLY	9,556.81	10,034.65	10,536.39	11,063.21	11,616.37
			ANNUAL	114,681.77	120,415.86	126,436.65	132,758.48	139,396.41

CITY OF LOS ALAMITOS EXECUTIVE MANAGEMENT & NON-REPRESENTED EMPLOYEES

SALARY SCHEDULE

EFFECTIVE JULY 1, 2027

4.0% Increase

CODE	CLASSIFICATION TITLE	CATGY/FLSA		STEP A	STEP B	STEP C	STEP D	STEP E
380	Support Services Manager	MM - E	HOURLY	62.40	65.52	68.80	72.24	75.85
			MONTHLY	10,816.74	11,357.57	11,925.45	12,521.72	13,147.81
			ANNUAL	129,800.83	136,290.87	143,105.41	150,260.68	157,773.71
405	Finance Director	A - E	HOURLY	67.69	74.46	81.17	86.85	94.66
			MONTHLY	11,733.79	12,907.17	14,068.82	15,053.64	16,408.46
			ANNUAL	140,805.52	154,886.07	168,825.81	180,643.62	196,901.55
390	Police Captain	MM - E	HOURLY	77.98	57.90	63.15	67.73	73.70
			MONTHLY	13,516.27	14,192.09	14,901.69	15,646.77	16,429.11
			ANNUAL	162,195.26	170,305.03	178,820.28	187,761.29	197,149.36
400	Administrative Services Director	A - E	HOURLY	71.74	75.33	79.09	83.05	87.20
			MONTHLY	12,434.78	13,056.52	13,709.35	14,394.81	15,114.55
			ANNUAL	149,217.36	156,678.23	164,512.14	172,737.75	181,374.64
410	Development Services Director	A - E	HOURLY	74.64	82.11	89.50	95.76	104.38
			MONTHLY	12,937.95	14,231.74	15,512.60	16,598.48	18,092.34
			ANNUAL	155,255.37	170,780.91	186,151.19	199,181.77	217,108.13
430	Recreation & Community Svcs Director	A - E	HOURLY	71.09	78.20	85.24	91.20	99.41
			MONTHLY	12,322.44	13,554.69	14,774.61	15,808.83	17,231.63
			ANNUAL	147,869.34	162,656.27	177,295.34	189,706.01	206,779.55
440	Police Chief	A - E	HOURLY	82.70	90.97	99.15	107.09	115.65
			MONTHLY	14,334.19	15,767.61	17,186.69	18,561.63	20,046.56
			ANNUAL	172,010.26	189,211.28	206,240.30	222,739.52	240,558.69
500	City Manager	A - E	City Manager salary is set by contract with the City Council.					

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