

RESOLUTION NO. 5748

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LA HABRA AMENDING RESOLUTION NO. 5691 PERTAINING TO A COMPENSATION PLAN FOR POLICE - CIVILIAN PERSONNEL

WHEREAS, the City Council of the City of La Habra, California adopted Resolution No. 5691 on July 6, 2015; and

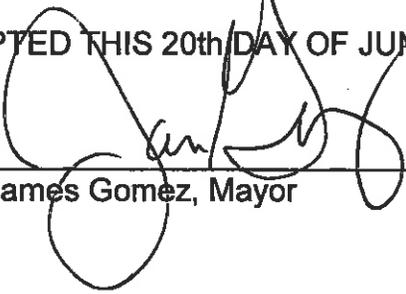
WHEREAS, the City Council desires to amend said Resolution.

NOW, THEREFORE, the City Council of the City of La Habra does hereby resolve as follows:

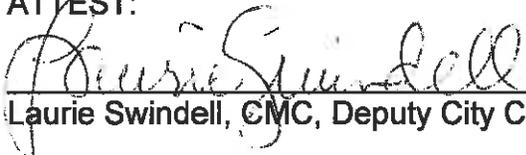
SALARY PLAN

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 Police-Civilian Group. Attached is Exhibit "A" indicating the salaries for classifications of this employee group.

PASSED, APPROVED AND ADOPTED THIS 20th DAY OF JUNE, 2016.


James Gomez, Mayor

ATTEST:

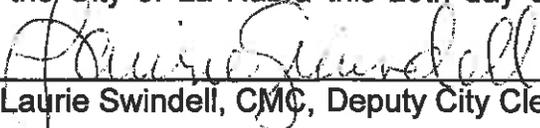

Laurie Swindell, CMC, Deputy City Clerk

STATE OF CALIFORNIA)
COUNTY OF ORANGE) ss.
CITY OF LA HABRA)

I, Laurie Swindell, Deputy 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. 5748 introduced and adopted at a Regular Meeting of the City Council of the City of La Habra held on the 20th day of June, 2016, by the following roll call vote:

AYES: COUNCILMEMBERS: BEAMISH, ESPINOZA, BLAZEY, SHAW, GOMEZ
NOES: COUNCILMEMBERS: NONE
ABSTAIN: COUNCILMEMBERS: NONE
ABSENT: COUNCILMEMBERS: NONE

Witness my hand and the official seal of the City of La Habra this 20th day of June, 2016.


Laurie Swindell, CMC, Deputy City Clerk

Police - Civilian

One-time Pay Adjustment:

Prior to June 24, 2016, the City will provide a one-time lump sum pay adjustment of two percent (2%) to all full-time employees. The calculation of the one-time pay adjustment will be as follows: base hourly rate x 2,080 hours x .02

Prior to June 23, 2017, the City will provide a one-time lump sum pay adjustment of two percent (2%) to all full-time employees. The calculation of the one-time pay adjustment will be as follows: base hourly rate x 2,080 hours x .02

Insurance:

Effective January 1, 2017, the City will increase its current insurance contribution by \$100 per month to a maximum of \$1,230.00 per month on a use or lose basis.

Effective January 1, 2017, the City will increase the opt out contribution by \$50 per month to a maximum of \$240.00 per month.

Effective January 1, 2018, the City will increase its current insurance contribution by \$100 per month to a maximum of \$1,330.00 per month on a use or lose basis.

Bilingual Pay:

Effective July 1, 2016, the City agrees to increase bilingual pay by \$25 per month to a maximum of \$225 per month for fluency and to a maximum of \$150 per month for conversational skills.

Effective July 1, 2017, the City agrees to increase bilingual pay by \$25 per month to a maximum of \$250 per month for fluency and to a maximum of \$175 per month for conversational skills.

Uniform Allowance:

Effective July 1, 2016, the City will increase the uniform allowance by \$100 per year to a maximum of \$700 per year for Community Services Officers and Animal Control Officers, and increase the uniform allowance for all other civilian personnel by \$75 per year to a maximum of \$600 per year.

Effective July 1, 2017, the City will increase the uniform allowance by \$100 per year to a maximum of \$800 per year for Community Services Officers and Animal Control Officers and \$700 per year for all other civilian personnel.

Special Duty Pay:

Effective July 1, 2016, all Police Records Specialist positions and other civilian positions designated by the Chief of Police (up to a maximum of 10 positions), who routinely perform physical searches of female arrestees will be eligible for Special Duty pay of \$100 per month. Records Specialists not receiving Special Duty pay are still required to perform physical searches of females when necessary.

EXHIBIT "A"

EFFECTIVE JANUARY 7, 2017		START	AFTER	MERIT + ONE YEAR						
POLICE - CIVILIAN		RATE	6 MOS	IN PRIOR STEP						
	RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I
PBX OPERATOR	P-07	13.256	13.918	14.614	15.345	16.112	16.601	16.933	17.271	17.703
PBX OPERATOR*	P-07/1	12.848	13.490	14.165	14.873	15.617	16.090	16.412	16.740	17.159
PROPERTY/EVIDENCE TECH	P-09/A	17.875	18.769	19.708	20.693	21.728	22.386	22.834	23.290	23.873
PROPERTY/EVIDENCE TECH*	P-09/A/1	17.326	18.192	19.102	20.057	21.059	21.698	22.132	22.574	23.139
POLICE RECORDS SPECIALIST	P-09/B	18.223	19.134	20.090	21.095	22.150	22.821	23.277	23.743	24.336
POLICE RECORDS SPECIALIST*	P-09/B/1	17.662	18.545	19.472	20.446	21.468	22.119	22.561	23.012	23.588
RECORDS SPEC SUPERVISOR	P-15	24.913	26.158	27.466	28.840	30.281	31.199	31.823	32.459	33.271
RECORDS SPEC SUPERVISOR*	P-15/1	24.146	25.354	26.621	27.953	29.350	30.239	30.844	31.461	32.248
COMMUNITY SERVICE OFFICER	P-19	20.181	21.190	22.249	23.362	24.530	25.273	25.778	26.294	26.951
COMMUNITY SERVICE OFFICER*	P-19/1	19.560	20.538	21.565	22.643	23.775	24.496	24.985	25.485	26.122
POLICE SECRETARY	P-20	20.399	21.419	22.490	23.614	24.795	25.546	26.057	26.578	27.243
POLICE SECRETARY*	P-20/1	19.771	20.760	21.798	22.888	24.032	24.760	25.256	25.761	26.405
POLICE OFFICER TRAINEE	P-21	22.102	- SIX MONTH POSITION -							
POLICE OFFICER TRAINEE*	P-21/1	21.422	- SIX MONTH POSITION -							
POLICE ADMIN SPECIALIST	P-22	22.439	23.561	24.739	25.976	27.275	28.101	28.663	29.236	29.967
POLICE ADMIN SPECIALIST*	P-22/1	21.749	22.836	23.978	25.177	26.436	27.237	27.782	28.337	29.046
SENIOR POLICE SECRETARY	P-22	22.439	23.561	24.739	25.976	27.275	28.101	28.663	29.236	29.967
SENIOR POLICE SECRETARY*	P-22/1	21.749	22.836	23.978	25.177	26.436	27.237	27.782	28.337	29.046
ANIMAL CONTROL OFFICER										
CRIME PREV SPECIALIST	P-23	22.529	23.655	24.838	26.080	27.384	28.213	28.778	29.353	30.087
ANIMAL CONTROL OFFICER*										
CRIME PREV SPECIALIST*	P-23/1	21.836	22.927	24.074	25.278	26.541	27.346	27.893	28.450	29.162
COMMUNICATIONS OPERATOR	P-25	23.773	24.962	26.210	27.520	28.896	29.772	30.367	30.975	31.749
COMMUNICATIONS OPERATOR*	P-25/1	23.042	24.194	25.404	26.674	28.008	28.856	29.433	30.022	30.773
SR ANIMAL CONTROL OFFICER	P-30/A	24.966	26.214	27.525	28.901	30.346	31.266	31.891	32.529	33.342
SR ANIMAL CONTROL OFFICER*	P-30/A/1	24.198	25.408	26.679	28.012	29.413	30.304	30.910	31.529	32.317
COMM SERVICE OFFICER II	P-30/B	23.420	24.591	25.820	27.111	28.467	29.329	29.916	30.514	31.277
COMM SERVICE OFFICER II*	P-30/B/1	22.699	23.834	25.026	26.277	27.591	28.427	28.996	29.576	30.315
YOUTH SERVICE OFFICER	P-31	21.589	22.668	23.802	24.992	26.242	27.037	27.577	28.129	28.832
YOUTH SERVICE OFFICER*	P-31/1	20.925	21.971	23.070	24.223	25.435	26.205	26.729	27.264	27.945
COMMUN OPER SUPERVISOR	P-32	28.420	29.841	31.334	32.900	34.545	35.592	36.304	37.030	37.956
COMMUN OPER SUPERVISOR*	P-32/1	27.546	28.924	30.370	31.888	33.483	34.497	35.187	35.891	36.788
SUPPORT SERVICES MANAGER	P-35	28.143	29.550	31.028	32.579	34.208	35.245	35.950	36.668	37.585
SUPPORT SERVICES MANAGER*	P-35/1	27.278	28.641	30.073	31.577	33.156	34.161	34.844	35.541	36.429
BUREAU MANAGER	P-37	31.522	33.098	34.753	36.490	38.315	39.476	40.265	41.070	42.097
BUREAU MANAGER*	P-37/1	30.553	32.080	33.684	35.369	37.137	38.262	39.027	39.808	40.803

* Hired on or after 07/01/2010

EXHIBIT "A" CONTINUED

EFFECTIVE JANUARY 6, 2018	RANGE	START	AFTER	MERIT + ONE YEAR						
		RATE	6 MOS	---IN PRIOR STEP---						
POLICE - CIVILIAN		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I
PBX OPERATOR	P-07	13.521	14.197	14.907	15.652	16.435	16.933	17.271	17.617	18.057
PBX OPERATOR*	P-07/1	13.105	13.760	14.448	15.171	15.929	16.412	16.740	17.075	17.502
PROPERTY/EVIDENCE TECH	P-09/A	18.233	19.145	20.102	21.107	22.162	22.834	23.290	23.756	24.350
PROPERTY/EVIDENCE TECH*	P-09/A/1	17.672	18.556	19.484	20.458	21.481	22.132	22.574	23.026	23.601
POLICE RECORDS SPECIALIST	P-09/B	18.587	19.516	20.492	21.517	22.593	23.277	23.743	24.218	24.823
POLICE RECORDS SPECIALIST*	P-09/B/1	18.015	18.916	19.862	20.855	21.898	22.561	23.012	23.473	24.060
RECORDS SPEC SUPERVISOR	P-15	25.411	26.681	28.016	29.416	30.887	31.823	32.459	33.109	33.936
RECORDS SPEC SUPERVISOR*	P-15/1	24.629	25.861	27.154	28.512	29.937	30.844	31.461	32.090	32.893
COMMUNITY SERVICE OFFICER	P-19	20.584	21.613	22.694	23.829	25.020	25.778	26.294	26.820	27.490
COMMUNITY SERVICE OFFICER*	P-19/1	19.951	20.949	21.996	23.096	24.251	24.985	25.485	25.995	26.645
POLICE SECRETARY	P-20	20.807	21.847	22.939	24.086	25.291	26.057	26.578	27.110	27.788
POLICE SECRETARY*	P-20/1	20.167	21.175	22.234	23.346	24.513	25.256	25.761	26.276	26.933
POLICE OFFICER TRAINEE	P-21	22.544	- SIX MONTH POSITION -							
POLICE OFFICER TRAINEE*	P-21/1	21.850	- SIX MONTH POSITION -							
POLICE ADMIN SPECIALIST	P-22	22.888	24.032	25.234	26.495	27.820	28.663	29.236	29.821	30.567
POLICE ADMIN SPECIALIST*	P-22/1	22.184	23.293	24.458	25.681	26.965	27.782	28.337	28.904	29.627
SENIOR POLICE SECRETARY	P-22	22.888	24.032	25.234	26.495	27.820	28.663	29.236	29.821	30.567
SENIOR POLICE SECRETARY*	P-22/1	22.184	23.293	24.458	25.681	26.965	27.782	28.337	28.904	29.627
ANIMAL CONTROL OFFICER										
CRIME PREV SPECIALIST	P-23	22.979	24.128	25.335	26.601	27.931	28.778	29.353	29.940	30.689
ANIMAL CONTROL OFFICER*										
CRIME PREV SPECIALIST*	P-23/1	22.272	23.386	24.555	25.783	27.072	27.893	28.450	29.019	29.745
COMMUNICATIONS OPERATOR	P-25	24.249	25.461	26.734	28.071	29.474	30.367	30.975	31.594	32.384
COMMUNICATIONS OPERATOR*	P-25/1	23.503	24.678	25.912	27.207	28.568	29.433	30.022	30.622	31.388
SR ANIMAL CONTROL OFFICER	P-30/A	25.465	26.739	28.076	29.479	30.953	31.891	32.529	33.180	34.009
SR ANIMAL CONTROL OFFICER*	P-30/A/1	24.682	25.916	27.212	28.573	30.001	30.910	31.529	32.159	32.963
COMM SERVICE OFFICER II	P-30/B	23.888	25.082	26.336	27.653	29.036	29.916	30.514	31.124	31.902
COMM SERVICE OFFICER II*	P-30/B/1	23.153	24.311	25.526	26.803	28.143	28.996	29.576	30.167	30.921
YOUTH SERVICE OFFICER	P-31	22.021	23.122	24.278	25.492	26.766	27.577	28.129	28.692	29.409
YOUTH SERVICE OFFICER*	P-31/1	21.344	22.411	23.531	24.708	25.943	26.729	27.264	27.809	28.504
COMMUN OPER SUPERVISOR	P-32	28.989	30.438	31.960	33.558	35.236	36.304	37.030	37.770	38.715
COMMUN OPER SUPERVISOR*	P-32/1	28.097	29.502	30.977	32.526	34.152	35.187	35.891	36.609	37.524
SUPPORT SERVICES MANAGER	P-35	28.706	30.141	31.648	33.231	34.892	35.950	36.668	37.402	38.337
SUPPORT SERVICES MANAGER*	P-35/1	27.823	29.214	30.675	32.209	33.819	34.844	35.541	36.252	37.158
BUREAU MANAGER	P-37	32.152	33.760	35.448	37.220	39.081	40.265	41.070	41.892	42.939
BUREAU MANAGER*	P-37/1	31.164	32.722	34.358	36.076	37.880	39.027	39.808	40.604	41.619

* Hired on or after 07/01/2010