

RESOLUTION NO. 5746

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LA HABRA AMENDING RESOLUTION NO. 5682 PERTAINING TO A COMPENSATION PLAN FOR FIELD SERVICES EMPLOYEES GROUP

WHEREAS, the City Council of the City of La Habra, California adopted a compensation plan in Resolution No. 5682 on June 15, 2015; and

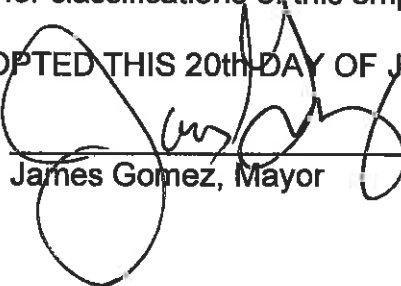
WHEREAS, the City Council desires to amend said Resolution.

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 Field Services Employees 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:

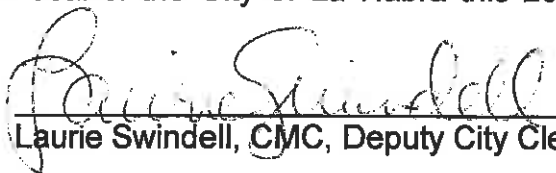
  
Laurie Swindell, CMC, Deputy City Clerk

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. 5746 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

## **Field/Maintenance Services Employees' Group**

### **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:  $\text{base hourly rate} \times 2,080 \text{ hours} \times .02$

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:  $\text{base hourly rate} \times 2,080 \text{ hours} \times .02$

### **Insurance:**

Effective January 1, 2017, the City will increase its insurance contribution by \$100 per month to a maximum of \$1,145 per month, on a use or lose basis.

Effective January 1, 2018, the City will increase its insurance contribution by \$100 per month to a maximum of \$1,245 per month, on a use or lose basis.

EXHIBIT "A"

EFFECTIVE JANUARY 7, 2017

START AFTER MERIT + ONE YEAR

RATE 6 MOS -----IN PRIOR STEP-----

	RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
ASSISTANT FLEET COORDINATOR	M-95	23.425	24.596	25.826	27.117	28.473	29.897	31.392	32.961
ASSISTANT FLEET COORDINATOR*	M-95/1	22.134	23.241	24.403	25.623	26.904	28.249	29.662	31.145
BLDG MAINTENANCE WORKER	M-60	18.582	19.511	20.486	21.511	22.586	23.715	24.901	26.146
BLDG MAINTENANCE WORKER*	M-60/1	17.558	18.436	19.358	20.325	21.342	22.409	23.529	24.706
CUSTODIAN	M-10	15.430	16.202	17.012	17.862	18.755	19.693	20.678	21.712
CUSTODIAN*	M-10/1	14.580	15.309	16.074	16.878	17.722	18.608	19.538	20.515
EQUIPMENT MECHANIC	M-80	20.278	21.292	22.357	23.474	24.648	25.881	27.175	28.533
EQUIPMENT MECHANIC*	M-80/1	19.161	20.119	21.125	22.181	23.290	24.455	25.677	26.961
MAINTENANCE CRAFTSWORKER	M-90	19.648	20.631	21.662	22.745	23.883	25.077	26.331	27.647
MAINTENANCE CRAFTSWORKER*	M-90/1	18.566	19.494	20.469	21.492	22.567	23.695	24.880	26.124
MAINTENANCE LABORER	M-20	15.098	15.853	16.645	17.478	18.352	19.269	20.233	21.244
MAINTENANCE LABORER*	M-20/1	14.266	14.979	15.728	16.515	17.340	18.207	19.118	20.074
MECHANIC TRAINEE	M-20A	13.959	14.657	15.390	16.159	16.967	17.815	18.706	19.641
MECHANIC TRAINEE*	M-20A/1	13.190	13.849	14.542	15.269	16.032	16.834	17.675	18.559
SENIOR EQUIPMENT MECHANIC	M-85	21.295	22.360	23.478	24.652	25.884	27.179	28.538	29.965
SENIOR EQUIPMENT MECHANIC*	M-85/1	20.122	21.128	22.184	23.294	24.458	25.681	26.965	28.314
SENIOR SERVICE WORKER	M-70	20.358	21.376	22.445	23.568	24.746	25.983	27.282	28.646
SENIOR SERVICE WORKER*	M-70/1	19.237	20.199	21.209	22.269	23.382	24.552	25.779	27.068
SERVICE WORKERS	M-40	17.408	18.278	19.192	20.151	21.159	22.217	23.328	24.494
SERVICE WORKERS*	M-40/1	16.448	17.271	18.134	19.041	19.993	20.993	22.042	23.145
SERVICE WORKER II	M-60	18.582	19.511	20.486	21.511	22.586	23.715	24.901	26.146
SERVICE WORKER II *	M-60/1	17.558	18.436	19.358	20.325	21.342	22.409	23.529	24.706
SEWER SERVICES TECHNICIAN III	M-40S	18.090	18.995	19.944	20.942	21.989	23.088	24.243	25.455
SEWER SERVICES TECHNICIAN III*	M-40S/1	17.093	17.948	18.846	19.788	20.777	21.816	22.907	24.052
SEWER SERVICES TECHNICIAN V	M-93S	21.792	22.881	24.025	25.226	26.488	27.812	29.203	30.663
SEWER SERVICES TECHNICIAN V*	M-93S/1	20.591	21.620	22.701	23.837	25.028	26.280	27.594	28.973
SWEEPER OPERATOR	M-50	18.582	19.511	20.486	21.511	22.586	23.715	24.901	26.146
SWEEPER OPERATOR*	M-50/1	17.558	18.436	19.358	20.325	21.342	22.409	23.529	24.706
UNSKILLED LABORER	M-00	11.401	11.971	12.569	13.198	13.858	14.551	15.278	16.042
UNSKILLED LABORER*	M-00/1	10.773	11.311	11.877	12.471	13.094	13.749	14.436	15.158
WATER SERVICES TECHNICIAN I	M-20W	16.474	17.298	18.163	19.071	20.025	21.026	22.077	23.181
WATER SERVICES TECHNICIAN I*	M-20W/1	15.567	16.345	17.162	18.020	18.921	19.868	20.861	21.904
WATER SERVICES TECHNICIAN II	M-30W	18.050	18.953	19.901	20.896	21.940	23.037	24.189	25.399
WATER SERVICES TECHNICIAN II*	M-30W/1	17.056	17.909	18.804	19.744	20.731	21.768	22.856	23.999
WATER SERVICES TECHNICIAN III	M-40W	18.995	19.944	20.942	21.989	23.088	24.243	25.455	26.727
WATER SERVICES TECHNICIAN III*	M-40W/1	17.948	18.846	19.788	20.777	21.816	22.907	24.052	25.255
WATER SERVICES TECHNICIAN IV	M-60W	19.511	20.486	21.511	22.586	23.715	24.901	26.146	27.454
WATER SERVICES TECHNICIAN IV*	M-60W/1	18.436	19.358	20.325	21.342	22.409	23.529	24.706	25.941
WATER SERVICES TECHNICIAN V	M-93W	22.433	23.554	24.732	25.968	27.267	28.630	30.062	31.565
WATER SERVICES TECHNICIAN V*	M-93W/1	21.196	22.256	23.369	24.538	25.764	27.053	28.405	29.826

\* Hired on or after 07/01/2010

EXHIBIT "A" CONTINUED

EFFECTIVE JANUARY 6, 2018

START AFTER MERIT + ONE YEAR

RATE 6 MOS -----IN PRIOR STEP-----

	RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
ASSISTANT FLEET COORDINATOR	M-95	23.893	25.088	26.342	27.660	29.042	30.495	32.019	33.620
ASSISTANT FLEET COORDINATOR*	M-95/1	22.577	23.706	24.891	26.135	27.442	28.814	30.255	31.768
BLDG MAINTENANCE WORKER	M-60	18.953	19.901	20.896	21.941	23.038	24.190	25.399	26.669
BLDG MAINTENANCE WORKER*	M-60/1	17.909	18.804	19.745	20.732	21.769	22.857	24.000	25.200
CUSTODIAN	M-10	15.739	16.526	17.352	18.219	19.130	20.087	21.091	22.146
CUSTODIAN*	M-10/1	14.871	15.615	16.396	17.216	18.076	18.980	19.929	20.926
EQUIPMENT MECHANIC	M-80	20.684	21.718	22.804	23.944	25.141	26.398	27.718	29.104
EQUIPMENT MECHANIC*	M-80/1	19.544	20.521	21.547	22.625	23.756	24.944	26.191	27.500
MAINTENANCE CRAFTSWORKER	M-90	20.041	21.043	22.096	23.200	24.360	25.578	26.857	28.200
MAINTENANCE CRAFTSWORKER*	M-90/1	18.937	19.884	20.878	21.922	23.018	24.169	25.377	26.646
MAINTENANCE LABORER	M-20	15.400	16.170	16.978	17.827	18.719	19.655	20.637	21.669
MAINTENANCE LABORER*	M-20/1	14.551	15.279	16.043	16.845	17.687	18.572	19.500	20.475
MECHANIC TRAINEE	M-20A	14.238	14.950	15.697	16.482	17.306	18.172	19.080	20.034
MECHANIC TRAINEE*	M-20A/1	13.454	14.126	14.832	15.574	16.353	17.170	18.029	18.930
SENIOR EQUIPMENT MECHANIC	M-85	21.721	22.807	23.948	25.145	26.402	27.722	29.108	30.564
SENIOR EQUIPMENT MECHANIC*	M-85/1	20.524	21.551	22.628	23.759	24.947	26.195	27.505	28.880
SENIOR SERVICE WORKER	M-70	20.766	21.804	22.894	24.039	25.241	26.503	27.828	29.219
SENIOR SERVICE WORKER*	M-70/1	19.621	20.603	21.633	22.714	23.850	25.043	26.295	27.609
SERVICE WORKERS	M-40	17.756	18.643	19.576	20.554	21.582	22.661	23.794	24.984
SERVICE WORKERS*	M-40/1	16.777	17.616	18.497	19.422	20.393	21.413	22.483	23.607
SERVICE WORKER II	M-60	18.953	19.901	20.896	21.941	23.038	24.190	25.399	26.669
SERVICE WORKER II *	M-60/1	17.909	18.804	19.745	20.732	21.769	22.857	24.000	25.200
SEWER SERVICES TECHNICIAN III	M-40S	18.452	19.375	20.343	21.361	22.429	23.550	24.727	25.964
SEWER SERVICES TECHNICIAN III*	M-40S/1	17.435	18.307	19.222	20.184	21.193	22.252	23.365	24.533
SEWER SERVICES TECHNICIAN V	M-93S	22.227	23.339	24.506	25.731	27.018	28.368	29.787	31.276
SEWER SERVICES TECHNICIAN V*	M-93S/1	21.003	22.053	23.155	24.313	25.529	26.805	28.146	29.553
SWEEPER OPERATOR	M-50	18.953	19.901	20.896	21.941	23.038	24.190	25.399	26.669
SWEEPER OPERATOR*	M-50/1	17.909	18.804	19.745	20.732	21.769	22.857	24.000	25.200
UNSKILLED LABORER	M-00	11.629	12.210	12.821	13.462	14.135	14.842	15.584	16.363
UNSKILLED LABORER*	M-00/1	10.773	11.311	11.877	12.471	13.094	13.749	14.436	15.158
WATER SERVICES TECHNICIAN I	M-20W	16.804	17.644	18.526	19.453	20.425	21.447	22.519	23.645
WATER SERVICES TECHNICIAN I*	M-20W/1	15.878	16.672	17.506	18.381	19.300	20.265	21.278	22.342
WATER SERVICES TECHNICIAN II	M-30W	18.411	19.332	20.299	21.313	22.379	23.498	24.673	25.907
WATER SERVICES TECHNICIAN II*	M-30W/1	17.397	18.267	19.180	20.139	21.146	22.203	23.314	24.479
WATER SERVICES TECHNICIAN III	M-40W	19.375	20.343	21.361	22.429	23.550	24.727	25.964	27.262
WATER SERVICES TECHNICIAN III*	M-40W/1	18.307	19.222	20.184	21.193	22.252	23.365	24.533	25.760
WATER SERVICES TECHNICIAN IV	M-60W	19.901	20.896	21.941	23.038	24.190	25.399	26.669	28.003
WATER SERVICES TECHNICIAN IV*	M-60W/1	18.804	19.745	20.732	21.769	22.857	24.000	25.200	26.460
WATER SERVICES TECHNICIAN V	M-93W	22.881	24.025	25.226	26.488	27.812	29.203	30.663	32.196
WATER SERVICES TECHNICIAN V*	M-93W/1	21.620	22.701	23.837	25.028	26.280	27.594	28.973	30.422

\* Hired on or after 07/01/2010