

RESOLUTION NO 23-21

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LA MIRADA
REGARDING EMPLOYMENT BENEFITS AND SALARY RATES FOR ALL CLASSES
OF EMPLOYMENT, AND SUPERSEDING RESOLUTION NO 22-15**

WHEREAS, the City Council of the City of La Mirada previously adopted Resolution No 22-15, regarding employment benefits and salary rates for all classes of employment; and

WHEREAS, pursuant to the City of La Mirada annual budget process, the City Council desires and intends to modify the employment benefits and salary rates for all classes of employment, and supersede Resolution No 22-15 and all prior resolutions relating to salaries and benefits

NOW, THEREFORE, the City Council of the City of La Mirada, California, does hereby resolve, declare, determine and order as follows

SECTION 1 Superseding City Council Resolution No 22-15, and all prior resolutions, and each of them in their entirety, the following bi-weekly salary schedules are assigned to the listed full-time classes of employment for FY 2023-24 and FY 2024-25 Annual compensation is equal to 26 bi-weekly pay periods One year of City service is required to advance to the next pay step in the salary range for full-time classes of employment.

**CITY OF LA MIRADA
FY 2023-2024 SALARY SCHEDULE**

Range	Position Title	1	2 5.50%	3 5.50%	4 5.50%	5 6.00%
30	Account Technician I	\$1,929 19	\$2,035.29	\$2,147.23	\$2,265 34	\$2,401.25
30	Assistant Ticket Services Coordinator	\$1,929 19	\$2,035.29	\$2,147.23	\$2,265 34	\$2,401.25
30	Administrative Assistant	\$1,929 19	\$2,035.29	\$2,147.23	\$2,265 34	\$2,401.25
30	Maintenance I	\$1,929 19	\$2,035.29	\$2,147.23	\$2,265 34	\$2,401.25
34	Secretary	\$2,007 52	\$2,117 94	\$2,234 43	\$2,357.29	\$2,498 74
40	Account Technician II	\$2,131 02	\$2,248.24	\$2,371 87	\$2,502.32	\$2,652.46
40	Community Services Technician	\$2,131 02	\$2,248.24	\$2,371 87	\$2,502.32	\$2,652.46
40	Housing Technician I	\$2,131 02	\$2,248.24	\$2,371 87	\$2,502.32	\$2,652.46
41	Maintenance II	\$2,152.31	\$2,270 70	\$2,395 58	\$2,527 35	\$2,678.99
43	Department Secretary	\$2,195 59	\$2,316 35	\$2,443 75	\$2,578.15	\$2,732.86
48	House Manager	\$2,307 56	\$2,434 51	\$2,568 37	\$2,709 64	\$2,872.22
50	Technician	\$2,353 97	\$2,483.43	\$2,620 03	\$2,764 13	\$2,929 98
51	Maintenance III	\$2,377 52	\$2,508.26	\$2,646.22	\$2,791 76	\$2,959.26
53	Administrative Secretary	\$2,425.29	\$2,558 68	\$2,699 42	\$2,847 89	\$3,018 75
53	Ticket Services Coordinator	\$2,425.29	\$2,558.68	\$2,699 42	\$2,847 89	\$3,018 75
53	Deputy City Clerk	\$2,425.29	\$2,558.68	\$2,699 42	\$2,847 89	\$3,018 75
53	Public Safety Assistant	\$2,425.29	\$2,558.68	\$2,699 42	\$2,847 89	\$3,018.75
55	Housing Technician II	\$2,474 03	\$2,610 10	\$2,753 67	\$2,905 13	\$3,079 43

Range	Position Title	1	2 5.50%	3 5.50%	4 5.50%	5 6.00%
58	Account Technician III	\$2,549 01	\$2,689.20	\$2,837 10	\$2,993 15	\$3,172.73
58	Code Enforcement Specialist	\$2,549 01	\$2,689.20	\$2,837 10	\$2,993 15	\$3,172.73
58	Public Safety Specialist	\$2,549 01	\$2,689.20	\$2,837 10	\$2,993 15	\$3,172.73
58	Human Resources Technician	\$2,549 01	\$2,689.20	\$2,837 10	\$2,993 15	\$3,172.73
59	Administrative Analyst I	\$2,574 51	\$2,716 08	\$2,865 50	\$3,023 08	\$3,204 47
59	Aquatics Coordinator	\$2,574 51	\$2,716 08	\$2,865 50	\$3,023 08	\$3,204 47
59	Community Services Coordinator	\$2,574 51	\$2,716 08	\$2,865 50	\$3,023 08	\$3,204 47
61	Master Electrician	\$2,626.24	\$2,770 70	\$2,923 09	\$3,083 86	\$3,268.89
61	Sound Engineer	\$2,626.24	\$2,770 70	\$2,923 09	\$3,083 86	\$3,268 89
63	Safety Education Officer	\$2,679 04	\$2,826 38	\$2,981 84	\$3,145 81	\$3,334 57
63	Technical Director	\$2,679 04	\$2,826 38	\$2,981 84	\$3,145 81	\$3,334 57
63	Theatre Operations Supervisor	\$2,679 04	\$2,826 38	\$2,981 84	\$3,145 81	\$3,334 57
63	Theatre Production Supervisor	\$2,679 04	\$2,826 38	\$2,981 84	\$3,145 81	\$3,334 57
66	Executive Secretary	\$2,760.22	\$2,912.02	\$3,072.17	\$3,241 14	\$3,435 61
67	Administrative Analyst II	\$2,787 81	\$2,941 13	\$3,102.91	\$3,273 57	\$3,469 97
67	Assistant Planner	\$2,787 81	\$2,941 13	\$3,102.91	\$3,273 57	\$3,469 97
67	Graphics and Technology Coordinator	\$2,787 81	\$2,941 13	\$3,102.91	\$3,273.57	\$3,469 97
68	Ticket Services Manager	\$2,815 70	\$2,970 55	\$3,133 93	\$3,306 30	\$3,504 68
74	Senior Code Enforcement Specialist	\$2,988 91	\$3,153 30	\$3,326.73	\$3,509 71	\$3,720 30
75	Maintenance Supervisor	\$3,018 79	\$3,184 84	\$3,359 99	\$3,544 81	\$3,757 50
75	Public Safety Supervisor	\$3,018.79	\$3,184 84	\$3,359 99	\$3,544 81	\$3,757 50
76	Accountant II	\$3,048 99	\$3,216 67	\$3,393 62	\$3,580.23	\$3,795 08
80	Aquatics Supervisor	\$3,172.77	\$3,347.28	\$3,531 40	\$3,725 62	\$3,949 14
80	Assistant City Clerk	\$3,172.77	\$3,347.28	\$3,531 40	\$3,725 62	\$3,949 14
80	Community Services Supervisor	\$3,172.77	\$3,347.28	\$3,531 40	\$3,725 62	\$3,949 14
80	Senior Accountant	\$3,172.77	\$3,347.28	\$3,531 40	\$3,725 62	\$3,949 14
82	Associate Planner	\$3,236 54	\$3,414 56	\$3,602.36	\$3,800 48	\$4,028 52
82	Senior Administrative Analyst	\$3,236 54	\$3,414 56	\$3,602.36	\$3,800 48	\$4,028.52
84	Project Coordinator	\$3,301 61	\$3,483.21	\$3,674 77	\$3,876.90	\$4,109 51
88	Theatre Operations Manager	\$3,435 68	\$3,624 63	\$3,824 00	\$4,034 31	\$4,276 37
90	Public Information Manager	\$3,504 72	\$3,697 49	\$3,900 85	\$4,115 40	\$4,362.33
93	Community Services Manager	\$3,610 94	\$3,809 52	\$4,019 05	\$4,240 11	\$4,494 50
93	Senior Planner	\$3,610 94	\$3,809 52	\$4,019 05	\$4,240 11	\$4,494 50
95	Public Safety Manager	\$3,683 49	\$3,886 11	\$4,099 84	\$4,325 32	\$4,584 87
100	Aquatics Center Manager	\$3,871 41	\$4,084 32	\$4,308.97	\$4,545.96	\$4,818 72
102	Economic Development Manager	\$3,949.22	\$4,166 43	\$4,395 57	\$4,637 33	\$4,915 57
103	Project Manager	\$3,988.69	\$4,208.06	\$4,439 51	\$4,683 70	\$4,964 70
103	Public Works Manager	\$3,988 69	\$4,208 06	\$4,439 51	\$4,683 70	\$4,964 70
110	Assistant to the City Manager	\$4,276 43	\$4,511 63	\$4,759 77	\$5,021 57	\$5,322.88
110	City Clerk	\$4,276 43	\$4,511 63	\$4,759 77	\$5,021 57	\$5,322.88
110	City Planner	\$4,276 43	\$4,511 63	\$4,759 77	\$5,021 57	\$5,322.88
110	Public Works Superintendent	\$4,276 43	\$4,511 63	\$4,759 77	\$5,021 57	\$5,322.88
110	Asst Community Services Director	\$4,276 43	\$4,511 63	\$4,759 77	\$5,021 57	\$5,322.88
113	Finance Manager	\$4,406 03	\$4,648.34	\$4,904 03	\$5,173.73	\$5,484 15
113	Human Resources Manager	\$4,406 03	\$4,648 34	\$4,904 03	\$5,173 73	\$5,484 15
142	Administrative Services Director	\$5,879 86	\$6,203.25	\$6,544 43	\$6,904 37	\$7,318 64
142	Community Development Director	\$5,879 86	\$6,203.25	\$6,544 43	\$6,904 37	\$7,318 64
142	Community Services Director	\$5,879 86	\$6,203.25	\$6,544 43	\$6,904 37	\$7,318 64

Range	Position Title	1	2 5.50%	3 5.50%	4 5.50%	5 6.00%
142	Deputy City Manager	\$5,879 86	\$6,203.25	\$6,544 43	\$6,904 37	\$7,318 64
151	Theatre Director	\$6,430 69	\$6,784 37	\$7,157 52	\$7,551 17	\$8,004.26
156	Assistant City Manager	\$6,758 74	\$7,130 48	\$7,522.66	\$7,936 39	\$8,412.57
156	Public Works Director/City Engineer	\$6,758 74	\$7,130 48	\$7,522.66	\$7,936.39	\$8,412.57
999	City Manager					\$9,342.85

**CITY OF LA MIRADA
FY 2024-2025 SALARY SCHEDULE**

Range	Position Title	1	2 5.50%	3 5.50%	4 5.50%	5 6.00%
30	Account Technician I	\$1,977 42	\$2,086.17	\$2,200 91	\$2,321 97	\$2,461.28
30	Assistant Ticket Services Coordinator	\$1,977 42	\$2,086.17	\$2,200 91	\$2,321 97	\$2,461.28
30	Administrative Assistant	\$1,977 42	\$2,086 17	\$2,200 91	\$2,321 97	\$2,461.28
30	Maintenance I	\$1,977 42	\$2,086 17	\$2,200 91	\$2,321 97	\$2,461.28
34	Secretary	\$2,057 71	\$2,170 89	\$2,290.29	\$2,416.22	\$2,561.21
40	Account Technician II	\$2,184 30	\$2,304 45	\$2,431 17	\$2,564 88	\$2,718.77
40	Community Services Technician	\$2,184 30	\$2,304 45	\$2,431 17	\$2,564 88	\$2,718 77
40	Housing Technician I	\$2,184 30	\$2,304 45	\$2,431 17	\$2,564 88	\$2,718.77
41	Maintenance II	\$2,206 12	\$2,327 47	\$2,455 47	\$2,590 53	\$2,745 96
43	Department Secretary	\$2,250 48	\$2,374.26	\$2,504 84	\$2,642.60	\$2,801 18
48	House Manager	\$2,365.25	\$2,495 37	\$2,632.58	\$2,777 38	\$2,944 03
50	Technician	\$2,412.82	\$2,545 52	\$2,685 53	\$2,833.23	\$3,003.23
51	Maintenance III	\$2,436 96	\$2,570 97	\$2,712.38	\$2,861 55	\$3,033.24
53	Administrative Secretary	\$2,485 92	\$2,622.65	\$2,766 91	\$2,919 09	\$3,094.22
53	Ticket Services Coordinator	\$2,485 92	\$2,622.65	\$2,766 91	\$2,919 09	\$3,094.22
53	Deputy City Clerk	\$2,485 92	\$2,622.65	\$2,766 91	\$2,919 09	\$3,094.22
53	Public Safety Assistant	\$2,485 92	\$2,622.65	\$2,766 91	\$2,919 09	\$3,094.22
55	Housing Technician II	\$2,535 88	\$2,675 35	\$2,822.51	\$2,977 76	\$3,156.42
58	Account Technician III	\$2,612.74	\$2,756 43	\$2,908.03	\$3,067 98	\$3,252.05
58	Code Enforcement Specialist	\$2,612.74	\$2,756 43	\$2,908 03	\$3,067 98	\$3,252.05
58	Public Safety Specialist	\$2,612.74	\$2,756 43	\$2,908.03	\$3,067 98	\$3,252.05
58	Human Resources Technician	\$2,612.74	\$2,756 43	\$2,908.03	\$3,067 98	\$3,252.05
59	Administrative Analyst I	\$2,638.87	\$2,783 98	\$2,937 14	\$3,098 66	\$3,284 58
59	Aquatics Coordinator	\$2,638.87	\$2,783.98	\$2,937 14	\$3,098.66	\$3,284 58
59	Community Services Coordinator	\$2,638.87	\$2,783 98	\$2,937 14	\$3,098 66	\$3,284 58
61	Master Electrician	\$2,691 90	\$2,839 97	\$2,996 17	\$3,160 96	\$3,350 61
61	Sound Engineer	\$2,691 90	\$2,839 97	\$2,996 17	\$3,160 96	\$3,350 61
63	Safety Education Officer	\$2,746.02	\$2,897 04	\$3,056.39	\$3,224 46	\$3,417 93
63	Technical Director	\$2,746.02	\$2,897 04	\$3,056 39	\$3,224 46	\$3,417 93
63	Theatre Operations Supervisor	\$2,746 02	\$2,897 04	\$3,056 39	\$3,224 46	\$3,417 93
63	Theatre Production Supervisor	\$2,746 02	\$2,897 04	\$3,056 39	\$3,224 46	\$3,417 93
66	Executive Secretary	\$2,829.23	\$2,984 82	\$3,148 97	\$3,322.17	\$3,521 50
67	Administrative Analyst II	\$2,857 51	\$3,014 66	\$3,180 48	\$3,355 41	\$3,556 72
67	Assistant Planner	\$2,857 51	\$3,014 66	\$3,180 48	\$3,355 41	\$3,556 72
67	Graphics and Technology Coordinator	\$2,857 51	\$3,014 66	\$3,180 48	\$3,355 41	\$3,556 72
68	Ticket Services Manager	\$2,886 09	\$3,044 81	\$3,212.28	\$3,388 96	\$3,592.30

Range	Position Title	1	2 5.50%	3 5.50%	4 5.50%	5 6.00%
74	Senior Code Enforcement Specialist	\$3,063.63	\$3,232.13	\$3,409.90	\$3,597.45	\$3,813.31
75	Maintenance Supervisor	\$3,094.26	\$3,264.46	\$3,443.99	\$3,633.43	\$3,851.44
75	Public Safety Supervisor	\$3,094.26	\$3,264.46	\$3,443.99	\$3,633.43	\$3,851.44
76	Accountant II	\$3,125.21	\$3,297.09	\$3,478.46	\$3,669.74	\$3,889.96
80	Aquatics Supervisor	\$3,252.09	\$3,430.96	\$3,619.69	\$3,818.76	\$4,047.87
80	Assistant City Clerk	\$3,252.09	\$3,430.96	\$3,619.69	\$3,818.76	\$4,047.87
80	Community Services Supervisor	\$3,252.09	\$3,430.96	\$3,619.69	\$3,818.76	\$4,047.87
80	Senior Accountant	\$3,252.09	\$3,430.96	\$3,619.69	\$3,818.76	\$4,047.87
82	Associate Planner	\$3,317.45	\$3,499.92	\$3,692.42	\$3,895.49	\$4,129.23
82	Senior Administrative Analyst	\$3,317.45	\$3,499.92	\$3,692.42	\$3,895.49	\$4,129.23
84	Project Coordinator	\$3,384.15	\$3,570.29	\$3,766.64	\$3,973.82	\$4,212.25
88	Theatre Operations Manager	\$3,521.57	\$3,715.25	\$3,919.60	\$4,135.17	\$4,383.28
90	Public Information Manager	\$3,592.34	\$3,789.93	\$3,998.37	\$4,218.29	\$4,471.39
93	Community Services Manager	\$3,701.21	\$3,904.76	\$4,119.53	\$4,346.11	\$4,606.86
93	Senior Planner	\$3,701.21	\$3,904.76	\$4,119.53	\$4,346.11	\$4,606.86
95	Public Safety Manager	\$3,775.58	\$3,983.26	\$4,202.34	\$4,433.45	\$4,699.49
100	Aquatics Center Manager	\$3,968.20	\$4,186.43	\$4,416.69	\$4,659.61	\$4,939.19
102	Economic Development Manager	\$4,047.95	\$4,270.59	\$4,505.46	\$4,753.26	\$5,038.46
103	Project Manager	\$4,088.41	\$4,313.26	\$4,550.50	\$4,800.79	\$5,088.82
103	Public Works Manager	\$4,088.41	\$4,313.26	\$4,550.50	\$4,800.79	\$5,088.82
110	Assistant to the City Manager	\$4,383.34	\$4,624.42	\$4,878.76	\$5,147.11	\$5,455.95
110	City Clerk	\$4,383.34	\$4,624.42	\$4,878.76	\$5,147.11	\$5,455.95
110	City Planner	\$4,383.34	\$4,624.42	\$4,878.76	\$5,147.11	\$5,455.95
110	Public Works Superintendent	\$4,383.34	\$4,624.42	\$4,878.76	\$5,147.11	\$5,455.95
110	Asst Community Services Director	\$4,383.34	\$4,624.42	\$4,878.76	\$5,147.11	\$5,455.95
113	Finance Manager	\$4,516.18	\$4,764.55	\$5,026.63	\$5,303.07	\$5,621.25
113	Human Resources Manager	\$4,516.18	\$4,764.55	\$5,026.63	\$5,303.07	\$5,621.25
142	Administrative Services Director	\$6,026.86	\$6,358.33	\$6,708.04	\$7,076.98	\$7,501.61
142	Community Development Director	\$6,026.86	\$6,358.33	\$6,708.04	\$7,076.98	\$7,501.61
142	Community Services Director	\$6,026.86	\$6,358.33	\$6,708.04	\$7,076.98	\$7,501.61
142	Deputy City Manager	\$6,026.86	\$6,358.33	\$6,708.04	\$7,076.98	\$7,501.61
151	Theatre Director	\$6,591.46	\$6,953.98	\$7,336.46	\$7,739.95	\$8,204.37
156	Assistant City Manager	\$6,927.71	\$7,308.74	\$7,710.73	\$8,134.80	\$8,622.88
156	Public Works Director/City Engineer	\$6,927.71	\$7,308.74	\$7,710.73	\$8,134.80	\$8,622.88
999	City Manager					\$9,576.42

SECTION 2. Superseding City Council Resolution No 22-15, and all prior resolutions establishing exempt and non-exempt position titles, and each of them in their entirety, the following table designates the full-time position titles as non-exempt or exempt under the Fair Labor Standards Act (FLSA) All hourly part-time positions listed in Section 4 of this resolution are designated as non-exempt. Position titles designated as non-exempt are compensated overtime or compensatory time for hours worked in excess of 40 hours per workweek. Position titles designated as exempt are not eligible for overtime compensation under the FLSA and will not receive overtime compensation for hours worked in excess of 40 hours per workweek.

**CITY OF LA MIRADA
 FLSA DESIGNATION**

Range	Position Title	FLSA Status	Position Category
30	Account Technician I	Non-exempt	General
30	Assistant Ticket Services Coordinator	Non-exempt	General
30	Administrative Assistant	Non-exempt	General
30	Maintenance I	Non-exempt	General
34	Secretary	Non-exempt	General
40	Account Technician II	Non-exempt	General
40	Community Services Technician	Non-exempt	General
40	Housing Technician I	Non-exempt	General
41	Maintenance II	Non-exempt	General
43	Department Secretary	Non-exempt	General
48	House Manager	Non-exempt	Supv/Prof
50	Technician	Non-exempt	General
51	Maintenance III	Non-exempt	General
53	Administrative Secretary	Non-exempt	General
53	Ticket Services Coordinator	Non-exempt	Supv/Prof
53	Deputy City Clerk	Non-exempt	General
53	Public Safety Assistant	Non-exempt	General
55	Housing Technician II	Non-exempt	Supv/Prof
58	Account Technician III	Non-exempt	General
58	Code Enforcement Specialist	Non-exempt	General
58	Public Safety Specialist	Non-exempt	Supv/Prof
58	Human Resources Technician	Non-exempt	General
59	Administrative Analyst I	Non-exempt	Supv/Prof
59	Aquatics Coordinator	Non-exempt	Supv/Prof
59	Community Services Coordinator	Non-exempt	Supv/Prof
61	Master Electrician	Non-exempt	General
61	Sound Engineer	Non-exempt	General
63	Safety Education Officer	Non-exempt	Supv/Prof
63	Technical Director	Non-exempt	Supv/Prof
63	Theatre Operations Supervisor	Non-exempt	Supv/Prof
63	Theatre Production Supervisor	Non-exempt	Supv/Prof
66	Executive Secretary	Non-exempt	Supv/Prof
67	Administrative Analyst II	Non-exempt	Supv/Prof
67	Assistant Planner	Non-exempt	Supv/Prof
67	Graphics and Technology Coordinator	Non-exempt	Supv/Prof
68	Ticket Services Manager	Exempt	Supv/Prof
74	Senior Code Enforcement Specialist	Exempt	Supv/Prof
75	Maintenance Supervisor	Exempt	Supv/Prof
75	Public Safety Supervisor	Exempt	Supv/Prof
76	Accountant II	Exempt	Supv/Prof
80	Aquatics Supervisor	Exempt	Supv/Prof
80	Assistant City Clerk	Exempt	Supv/Prof
80	Community Services Supervisor	Exempt	Supv/Prof
80	Senior Accountant	Exempt	Supv/Prof
82	Associate Planner	Exempt	Supv/Prof
82	Senior Administrative Analyst	Exempt	Supv/Prof

Range	Position Title	FLSA Status	Position Category
84	Project Coordinator	Exempt	Supv/Prof
88	Theatre Operations Manager	Exempt	Management
90	Public Information Manager	Exempt	Management
93	Community Services Manager	Exempt	Management
93	Senior Planner	Exempt	Management
95	Public Safety Manager	Exempt	Management
100	Aquatics Center Manager	Exempt	Management
102	Economic Development Manager	Exempt	Management
103	Project Manager	Exempt	Management
103	Public Works Manager	Exempt	Management
110	Assistant to the City Manager	Exempt	Management
110	City Clerk	Exempt	Management
110	City Planner	Exempt	Management
110	Public Works Superintendent	Exempt	Management
110	Assistant Community Services Director	Exempt	Management
113	Finance Manager	Exempt	Management
113	Human Resources Manager	Exempt	Management
142	Administrative Services Director	Exempt	Executive
142	Community Development Director	Exempt	Executive
142	Community Services Director	Exempt	Executive
142	Deputy City Manager	Exempt	Executive
151	Theatre Director	Exempt	Executive
156	Assistant City Manager	Exempt	Executive
156	Public Works Director/City Engineer	Exempt	Executive
999	City Manager	Exempt	Executive

SECTION 3. Superseding the City Council Resolution No 22-15, and all prior resolutions establishing employment benefits, and each of them in their entirety, the City of La Mirada shall provide the following benefits.

I. RETIREMENT.

- 1 The City is a member of the California Public Employees’ Retirement System (CalPERS), pursuant to the California Public Employees Retirement Law (Cal. Gov Code § 30000 et seq) (PERL), as amended by the Public Employees’ Pension Reform Act of 2013 (PEPRA) (Assembly Bill (AB) 340, Chapter 296, Statutes of 2012, and AB 197, Chapter 297, Statutes of 2012) The City shall provide a tax-qualified governmental defined benefit plan for all full-time miscellaneous class of employees through CalPERS, in accordance with the following provisions.

Full-time employees who are CalPERS members are subject to the provisions of the PERL, as amended by PEPRA. PEPRA imposes requirements and limitations on public employment retirement benefits for public employees, including establishment of a category of employees defined in PEPRA as “new members” Full-time employees who were hired prior to January 1, 2013, or who otherwise do not fall within the definition of a “new member” under PEPRA, are referred to in this Resolution as a “classic member” under PEPRA.

- (a) For full-time employees defined as a “classic member” under PEPRA, the City provides a retirement formula of 2.0% @ 55
 - (b) For FY 2023-2024, full-time employees hired prior to July 1, 2017, defined as a “classic member” under PEPRA, the City pays two percent (2%) of the normal member contributions to CalPERS as employer paid member contributions (EPMC) and shall report the same percent to CalPERS as compensation. Employees shall pay five percent (5%) of the normal member contributions to CalPERS. The City reserves the right to require the employee to contribute an increased percentage of his/her compensation towards this plan.
 - (c) For FY 2024-2025, full-time employees hired prior to July 1, 2017, defined as a “classic member” under PEPRA, the City pays one percent (1%) of the normal member contributions to CalPERS as employer paid member contributions (EPMC) and shall report the same percent to CalPERS as compensation. Employees shall pay six percent (6%) of the normal member contributions to CalPERS. The City reserves the right to require the employee to contribute an increased percentage of his/her compensation towards this plan.
 - (d) For full-time employees, hired on or after July 1, 2017, defined as a “classic member” under PEPRA, the City pays zero percent (0%) of the normal member contributions, and employees shall pay the entire seven percent (7%) normal member contributions to CalPERS.
 - (e) For full-time employees defined as a “classic member” under PEPRA hired before October 22, 2012, the period for determining the average monthly pay rate when calculating retirement benefits shall be the 12 highest paid consecutive months.
 - (f) For full-time employees defined as a “classic member” under PEPRA hired on or after October 22, 2012 (the last contract amendment effective date with CalPERS), the period for determining the average monthly pay rate when calculating retirement benefits shall be the 36 highest paid consecutive months.
 - (g) For full-time employees defined as a “new member” under PEPRA, the retirement formula is 2.0% @ 62, as required by PEPRA.
 - (h) For full-time employees defined as a “new member” under PEPRA, a new member’s contribution rate will be at least 50% of the total normal cost rate for their defined benefit plan, as required by PEPRA. PEPRA prohibits the City from paying the member contribution for new members.
 - (i) Effective October 22, 2012, all full-time employees will be covered by the Fourth Level of 1959 Survivor Benefits.
 - (j) Effective October 22, 2012, the lump sum death benefit paid to beneficiaries of retired CalPERS members will be \$5,000.
- 2 All employees classified as an hourly employee and compensated on an hourly basis are excluded from membership in the California Public Employees’ Retirement System (CalPERS)
 - 3 The City shall provide a tax-qualified governmental defined benefit plan through the Public Agency Retirement Services (PARS) for eligible full-time employees, who were hired as full-time employees prior to July 1, 2011, as defined by the Plan Document. This supplemental benefit shall be in addition to the benefit employees will receive from the CalPERS plan. All contributions to fund the Plan shall be made by the City.

However, the City reserves the right to require the employee to contribute a percentage of his/her compensation towards this plan. This benefit shall apply to all full-time miscellaneous class of employees hired prior to July 1, 2011 as amended, and shall be subject to all criteria and restrictions as identified in the Plan Document, including but expressly not limited to the following: (a) the minimum years of continuous employment with the City shall be five (5) years, and (b) the minimum retirement age for all employees shall be fifty-five (55) years of age. Full-time employees hired on or after July 1, 2011, shall not be eligible to receive the tax-qualified governmental defined benefit plan through the Public Agency Retirement Services (PARS).

4. The City shall provide a retirement plan for all hourly part-time employees. The City will contribute 2.5% of the employee's salary to an Internal Revenue Code 457 (b) qualified defined contribution plan. Additionally, employees contribute 5.0% of their salary towards this program on a pre-tax basis. Upon separation from the City, hourly employees will receive 100% of both the City and employees' contributions, plus any accrued interest.

II INSURANCES.

1. The City will pay for the full cost of the medical, dental, and vision insurance premiums for all active full-time employees and their eligible dependents.
2. For full-time employees hired prior to August 1, 2023, the City will pay for the full cost of the medical insurance premium for all full-time employees who are vested in CalPERS and have retired from the City of La Mirada, and for their eligible dependents, as defined under the Public Employees' Medical and Hospital Care Act (PEMHCA).
3. For full-time employees hired on or after August 1, 2023, the City will pay for the cost of the retiree medical insurance premium following the State Vesting model. To be eligible, employees must have 10 years of CalPERS service credit, five years of which must be from the City of La Mirada. The vested percentage increases by 5% each year until the employee becomes 100% vested at 20 years of service credit. The table below summarizes the vesting model.

# of Years	% of Benefit
Below 10	0%
10	50%
11	55%
12	60%
13	65%
14	70%

# of Years	% of Benefit
15	75%
16	80%
17	85%
18	90%
19	95%
20 or more	100%

4. The City shall provide life insurance to full-time employees as follows:
 - (a) The City will provide full-time employees in management and executive classifications with life insurance on the basis of twice the employee's annual salary up to a maximum of \$300,000.

(b) The City will provide full-time employees in non-management classifications with life insurance on the basis of twice the employee's annual salary up to a maximum of \$200,000

- 5 The City shall provide a short-term disability program for full-time employees. From the 1st to the 30th day of disability, full-time employees must use accrued leave time or unpaid leave time if no accrued leave time is available. From the 31st to the 90th day of disability, the City shall pay full-time employees 37 1/2% of the employee's pre-disability earnings. Full-time employees may supplement the short-term disability benefit with accrued leave time for total compensation up to 100% of the employee's pre-disability earnings. Eligibility for short-term disability is determined pursuant to City Administrative Policy 03-02.
- 6 The City shall provide a long-term disability program for full-time employees to work in concert with the City's short-term disability program. The benefit begins on the 91st day of disability. The benefit provided to full-time employees will be 66 2/3% of the first \$11,250 of pre-disability monthly earnings with a maximum benefit of \$7,500 per month.
- 7 In accordance with the Patient Protection and Affordable Care Act, the City shall offer a medical insurance program for hourly part-time employees who average no less than 25 hours per week, and are in designated positions as identified in the City Administrative Policy No. 3-18. The City will pay for the full cost of the medical insurance premium for eligible hourly part-time employees only, with the option at the employee's expense to add dependent coverage. Employees in designated positions who fail to meet the minimum 25 work hours average may requalify at the next review period based upon their average work hours during that review period.

Hourly part-time employees who are not in a designated position and who averaged no less than 25 work hours for the six-month period from January 3, 2011 through July 3, 2011, will remain eligible for the City medical insurance program and will be "grandfathered-in" so long as the employees average no less than 25 work hours per week. Employees who are grandfathered-in and do not meet the 25 work hours average minimum will no longer be eligible to receive medical insurance through the City medical insurance program and cannot requalify unless they are in a designated position approved by the City Manager.

Hourly part-time employees promoted into a classification that is identified as a designated position will have an initial measurement period review of 90 days from date of appointment into the new position.

- 8 For those hourly part-time employees eligible for medical insurance benefits, the City will provide a dental insurance plan and pay for the full cost of the dental insurance premium for the employee only. No other hourly employees shall be eligible for the City-paid dental insurance.
- 9 For those hourly part-time employees eligible for medical insurance benefits, the City will provide a vision insurance plan and pay for the full cost of the vision insurance.

premium for the employee only No other hourly employees shall be eligible for the City-paid vision insurance

- 10 For those hourly part-time employees eligible for medical insurance benefits, the City will provide a \$20,000 life insurance policy and pay for the full cost of the life insurance premium for the employee only No other hourly part-time employees shall be eligible for the City-paid life insurance policy
- 11 The City shall provide a medical insurance rebate program for full-time employees who are eligible for the City's medical insurance program pursuant to Section II (1), above, and who are currently enrolled under a medical insurance program through a spouse or other source Qualifying employees can exchange their City insurance for a cash rebate This rebate shall equal \$250 per month if one or more family members are or would be covered in the City's plan or \$100 per month if the employee is or would be covered as a single participant in the program
12. The City shall provide a medical insurance rebate program for eligible hourly part-time employees who are eligible for the City medical insurance program under Section II (7), above, if such hourly part-time employees are currently enrolled under a medical insurance program through a spouse or other source Qualifying employees can exchange their City health insurance coverage for a cash rebate of \$75 per month
- 13 In accordance with the California Labor Code, the City pays the premium for unemployment insurance for City employees
- 14 Under the Workers' Compensation Insurance Law of California, any employee injured on the job in the course of employment is entitled to disability compensation and medical care An employee is entitled to receive generally two-thirds of wages when receiving workers' compensation benefits. When payment of workers' compensation benefits is received, full-time employees may utilize their sick leave hours to cover the estimated one-third of wages during the period of absence due to work-related illness or injury Employees who do not wish to cover a third of their wages for this period with sick leave hours, or who lack adequate sick leave hours, will be paid the specified award from the workers' compensation claim

III VACATION.

- 1 Full time employees accrue vacation according to the following schedule

Years of Service	Annual Rate (hours)
0 to 5 years (0 to 60 months)	80
5 years 1 month to 10 years (61 to 120 months)	120
10 years 1 month to 11 years (121 to 132 months)	128
11 years 1 month to 12 years (133 to 144 months)	136
12 years 1 month to 13 years (145 to 156 months)	144
13 years 1 month to 14 years (157 to 168 months)	152
14 years 1 month + (169 months +)	160

- 2 Vacation will be credited bi-weekly on a prorated basis proportionate to a full working month. Upon termination or retirement, full-time employees shall be compensated at their current pay rate for their accrued vacation to a maximum of 350 hours. The maximum number of vacation hours an employee can accrue at any time is 350 hours. An employee who has reached 350 accrued vacation hours will stop accruing hours and will resume accruing vacation hours only when the number of accrued vacation hours falls below 350 hours. No employee shall carry forward more than 350 hours of accrued vacation beyond the last full pay period in December of a calendar year into any succeeding calendar year. Accrued vacation may be used for time off following a written notice of resignation or retirement with prior written approval from the Department Director or City Manager. New full-time probationary employees are eligible to use accrued vacation during the probationary period with prior approval from the Department Director.

IV HOLIDAYS.

- 1 The City will provide full-time employees with 108 paid hours per fiscal year for holidays. Employees must use holiday hours for fixed holidays observed by the City. Employees, who do not use the full 108 hours during the fixed holidays when City services are closed, may use any remaining hours as floating holidays. These remaining hours may be used at any time throughout the fiscal year with the prior approval of their director. All holiday hours must be used by the last full pay period in June of each fiscal year and cannot be credited or carried over to the succeeding fiscal year. Floating holiday hours may be used for time off following a written notice of resignation or retirement with prior written approval from the Department Director or City Manager. New full-time probationary employees are eligible to use paid holiday leave hours upon hire with prior approval from the Department Director.
- 2 The City will observe eleven (11) fixed holidays per year during which normal City services will be closed. These include

- New Year's Day (January 1)
- Martin Luther King Jr. Day (third Monday in January)
- President's Day (third Monday in February)
- Memorial Day (last Monday in May)
- Independence Day (July 4)
- Labor Day (first Monday in September)
- Veterans Day (November 11)
- Thanksgiving Holiday (fourth Thursday and Friday in November)
- Christmas Holiday (two days determined by the City Manager)

City services will be closed on the preceding Friday if any holiday should fall on a Saturday and will be closed on the following Monday if any holiday should fall on a Sunday. Some City facilities, programs and services may be required to remain open on a holiday as deemed necessary by the Department Director or City Manager.

- 3 City Services will be closed from December 24 through January 1. The City will provide full-time employees with additional floating holiday time to be used during this time as determined by the City Manager. Some City facilities, programs and services may be required to remain open during this period as deemed necessary by the Department Director or City Manager. Full-time employees required to work during this time will receive the equivalent number of hours of floating holiday time provided to other full-time employees. Scheduled workdays during the holiday closure will be considered as regular and actual hours worked. Unused floating holiday hours will remain as accrued floating holiday hours to be used prior to the end of the fiscal year.
- 4 Effective June 20, 2011, all hourly part-time employees will be paid only for hours worked and shall not be paid for fixed holidays observed by the City. In exchange, all hourly part-time employees received a 3% increase to their hourly rate of pay.

V LEAVES OF ABSENCE.

- 1 Full-time employee sick leave with pay shall accrue at the rate of six (6) hours for each calendar month of service or any portion thereof prorated in proportion to a full working month for a maximum of 72 hours per calendar year. New full-time probationary employees are eligible to use accrued sick leave during the probationary period.
- 2 Hourly part-time employees shall accrue paid personal time off hours at the rate of one (1) hour for each 25 hours of work (rate of 0.04 hours for each one hour of work) up to a maximum of 80 personal time off leave hours per calendar year. An employee who has reached 80 accrued personal time off hours will stop accruing hours and will resume accruing personal time off hours only when the number of accrued personal time off hours falls below 80 hours. Up to 80 accrued personal time off hours shall be carried forward to the following calendar year for hourly part-time employees. Newly hired hourly part-time employees are eligible to use accrued personal time off hours beginning on the 90th day of employment. Hourly part-time employees may use personal time off hours for vacation, holidays, sick leave purposes for the employee and qualifying family member, bereavement, and other personal leave.
- 3 Full-time employees separating with at least five years of service will be compensated 50% of unused sick leave up to a maximum of 90 days (720 hours). Full-time employees retiring with at least five years of service may opt to either receive compensation of 50% of unused sick leave up to a maximum of 90 days (720 hours) and have the remaining 50% reported to CalPERS converted to service credit; or have 100% of accrued sick leave hours reported to CalPERS to be converted as service credit. Accrued sick leave may be used for time off following a written notice of resignation or retirement if the employee or the employee's immediate family member is ill.
- 4 Hourly part-time employees will be compensated for the full amount of unused accrued personal time off leave hours upon termination, resignation, retirement, or other separation from employment.

- 5 An employee who has been employed with the City for at least 30 days prior to the commencement of leave will be granted up to five (5) days of bereavement leave in the event of the death of an immediate family member. Bereavement leave should be completed within 3 months from the date of death. Qualifying immediate family member includes the employee's spouse, child, parent, sibling, grandparent, grandchild, domestic partner, or parent-in-law. This includes any relative by blood or marriage that is an actual member of the employee's household, and/or any parent, parent-in-law, spouse, registered domestic partner, child, sibling of the employee regardless of residence.

For full-time employees, the City will pay up to three (3) days of bereavement leave. An employee may opt to take an additional two (2) days using accrued leave hours (i.e., sick, vacation, holiday, compensatory time, executive leave) or an authorized leave without pay. Part-time employees will be allowed up to five (5) days of bereavement leave using accrued PTO hours or as an authorized leave without pay.

- 6 The City Manager shall have the discretion to provide up to seven days (56 hours) executive leave for department directors and above. This time is not accruable from one fiscal year to the next and, therefore the 56 hours must be used during the fiscal year beginning the pay period including July 1 and terminating the last full pay period in June of that same fiscal year. Approved executive leave will be added to the employee's leave time effective the beginning of the pay period including July 1. Executive leave may be used for time off following a written notice of resignation or retirement with prior written approval from the Department Director or City Manager.
- 7 The City Manager shall have the discretion to provide up to two days (16 hours) executive leave for exempt employees below the department director level as defined in Section 2 of this Resolution. For those exempt employees required to work significantly more hours on a regular basis due to operational demands, the City Manager shall have the discretion to provide up to five days (40 hours) executive leave. Executive leave shall not accrue from one fiscal year to the next, and therefore the executive leave hours must be used during the fiscal year beginning the pay period including July 1 and terminating the last full pay period in June of that same fiscal year. Approved executive leave will be added to the employee's leave time effective the beginning of the pay period including July 1. Executive leave may be used for time off following a written notice of resignation or retirement with prior written approval from the Department Director or City Manager.
- 8 The City provides eligible employees with military leave in accordance with federal law (Uniformed Services Employment and Reemployment Rights Act of 1995, 38 U.S.C. § 4301 et seq.) (USERRA) and California law (Military & Veterans Code § 398 et seq.). Any employee who is ordered to active duty in the U.S. Armed Forces and who otherwise qualifies for military leave shall receive his/her full salary for the first thirty (30) calendar days of that military leave in any one fiscal year. Inactive military duty or training shall be unpaid. During military leave, employees are entitled to benefits as required by USERRA and state law. Prior to use of any military leave, an official copy of military orders must be on file with the City's Human Resources Office. Following release from

military service, employees will have the right to return to City employment, to the extent required by, and subject to the terms and conditions of, USERRA and California law

- 9 Employees called to serve jury duty will be granted a leave of absence for the period of service required. Full-time employees will receive up to 40 hours of jury duty pay per calendar year while performing this service. Payment of salary to FLSA-exempt employees during jury duty shall be carried out in accordance with the FLSA.
- 10 At the discretion of the City Manager, full-time employees who are required to serve extended jury service beyond 40 hours in any one calendar year may receive additional jury duty pay
- 11 The City has established Administrative Policy 3-22 in compliance with the California Family Rights Act (CFRA) of 1991 and the Federal Family and Medical Leave Act (FMLA) of 1993 and adopted its provisions in determining eligibility and designation of unpaid leave

An eligible employee shall be required to use, or may elect to use, accrued leave during any portion of unpaid CFRA/FMLA leave. While the employee is on protected leave, the City will continue health coverage under any employer group health plans under the same terms as if the employee had continued to work.

12. The City may, at the discretion of the City Manager, grant an employee a leave of absence for up to three months without pay. At the discretion of the City Manager, an employee's leave of absence without pay may be extended in three month increments up to a total maximum unpaid leave of absence of one year. Leave without pay is intended for unusual circumstances and approval will be evaluated based upon the impact on departmental functions and work force levels. The granting of leave without pay requires that the department director concur with the City Manager's approval to grant such leave. Leave without pay will only be granted upon complete use of accrued sick leave, vacation, and floating holiday hours

VI WORK HOURS

- 1 Employees working 8 hours a day or more in Public Works receive a 30-minute lunch and two 15-minute breaks per day. Full-time and hourly part-time employees in other departments working eight hours or more in a workday shall take a one-hour scheduled lunch break and two 15-minute breaks daily. Lunch breaks are unpaid, however, 15-minute breaks are paid. Hourly part-time employees working a 6-to-7-hour day are entitled to a 30-minute lunch and two 15-minute breaks. Hourly part-time employees working a 4-to-5-hour day are entitled to one 15-minute break; and those working less than 4-hour days are not entitled to a break. Two 15-minute breaks may not be combined to replace any part of an unpaid lunch break. Department management and supervisory staff may change employee work hours, lunch breaks and 15-minute break schedules to meet operational needs

VII ADDITIONAL COMPENSATION.

- 1 Employees classified as exempt as defined in the Fair Labor Standards Act (FLSA) and Section 2 of this Resolution are not eligible for overtime compensation. Employees classified as non-exempt in the FLSA and as defined in Section 2 of this Resolution, who work overtime, shall be compensated at a rate of at least one and one-half times the regular rate of pay, for all hours worked over forty (40) hours in a seven-day work week, or shall be allowed to accumulate one and one-half hours of compensatory time for each overtime hour worked (up to 30 hours), at the City's option.

Scheduling of compensatory time shall require Department Director approval. Compensatory time shall be granted within a reasonable period after the employee makes the request. The City reserves the right to deny the request if the use of compensatory time would be unduly disruptive to the City's operations. "Unduly disruptive" means a determination by the City, in good faith, that the request would impose an unreasonable burden on the City's ability to provide services of acceptable quality and quantity for the public during the time requested. Determination of whether the request would be unduly disruptive of the City's operations includes consideration of the customary work practices within the City, including but not limited to (a) the normal schedule of work, (b) anticipated peak workloads based on past experience, (c) emergency requirements for staff and services, (d) the availability of qualified substitute staff, or (e) such other grounds authorized under the FLSA. The City may also require an employee to use compensatory time at such time(s) determined by the City, if deemed necessary by the City, based on the needs of the City.

Compensatory time must be taken by the end of the fiscal year in which it was earned. Non-exempt employees who work a "9/80" schedule are eligible for overtime or compensatory time for each hour worked over 40 hours in a one-week (40 hour) work period. Overtime and Compensatory time for the Theatre for the Performing Arts shall be administered pursuant to City Administrative Policy 2-05.

- 2 Employees (not including employees classified as exempt as defined in the Fair Labor Standards Act and Section 2 of this Resolution) assigned secretarial duties at City Council, Successor Agency to the Redevelopment Agency, and Commission/Council meetings after normal business hours are to be compensated at time and one-half (1.5) of their regular pay rate or a \$35 lump sum per meeting, whichever is greater.
- 3 Maintenance employees assigned to emergency callout duty shall be compensated at the fixed rate of \$225 per work week. If the employee is called back to work during an off-duty period and has to physically respond to a City work location, the employee shall receive a minimum of two (2) hours overtime compensation, regardless of whether the employee actually works less than two (2) hours, and shall receive overtime compensation for actual time worked if time worked exceeds two (2) hours. Time worked will commence when the employee leaves his/her residence and will end when the employee returns to his/her residence. A second or subsequent call-back occurring within the first two (2) hours shall be considered part of the continuous working time included in the minimum two (2) hours. An employee who is not the primary employee

assigned to emergency callout duty and has to physically respond to a City work location, shall receive overtime compensation for actual time worked only. Time worked will commence when the employee leaves his/her residence and will end when the employee returns to his/her residence. The Public Works Director/City Engineer or his/her designee shall designate who is the primary employee for each callout duty assignment.

If the employee is able to respond by telephone to the request for callout duty and does not physically respond to a City work location, the employee shall not receive any overtime compensation or other additional compensation.

- 4 Non-supervisory maintenance employees who maintain a valid California Class A Commercial Driver's License, and are eligible per FMCSA DOT guidelines, shall be compensated at the fixed rate of \$150 per month. Such compensation shall only be provided with the prior approval of the Public Works Director/City Engineer.
- 5 Maintenance employees who maintain a valid State of California Qualified Applicator License to apply or supervise the application of pesticides shall be compensated at the fixed rate of \$80 per month. Such compensation shall only be provided with the prior approval of the Public Works Director/City Engineer.
- 6 Hourly part-time Aquatics Aides I who assume the responsibility of an "Aquatics Center Host" shall be compensated at \$1.00 per hour more than their regular hourly pay rate. Such compensation shall only be provided with the prior approval of the Community Services Director or his/her designee.
- 7 Hourly part-time Public Safety Officers I and II who assume the responsibility of the Public Safety Assistant position shall be compensated at \$1.00 per hour more than their regular hourly pay rate.
- 8 Hourly part-time Box Office Workers who assume full responsibility for the Box Office shall be compensated at \$1.00 per hour more than their regular hourly pay rate. Such compensation shall only be provided in the absence of the Box Office Coordinator, Assistant Ticket Services Coordinator, Ticket Services Coordinator, or the Ticket Services Manager. Such compensation shall only be provided with the prior approval of the Theatre Director or his/her designee.
- 9 Hourly part-time Stagehands I, II and III who are required to work theatre attractions, including but not limited to plays, concerts, graduations, dance recitals, etc., shall be compensated at their regular rate of pay for a minimum of four (4) hours for each day of work. Hourly Theatre Stagehands I, II and III that work more than five (5) consecutive hours shall be paid at double their respective hourly pay rate. Pay shall return to their regular rate of pay whenever at least one (1) hour of time off (lunch/dinner) is taken.
- 10 During the "technical week", rehearsals for Broadway-style Theatre Productions, not to exceed five (5) days, the Technical Director or his/her designee may designate up to five (5) hourly part-time Stagehands I, II and III who will be compensated at time-

and-a-half their hourly pay rate for hours worked beyond eight (8) hours on a given day, not to exceed five (5) days For hours worked beyond forty (40) hours in a work week, any such designated Stagehands will only receive time-and-a-half their hourly pay rate Such designated Stagehands who work more than five (5) consecutive hours shall be paid at double their hourly pay rate Pay shall return to their regular rate of pay whenever at least one (1) hour of time off (lunch/dinner) is taken but shall continue at time-and-a-half their hourly pay rate beginning with the start of the 9th work hour

- 11 Hourly part-time Ushers who assume full responsibility for the "House" shall be compensated at \$2 00 per hour more than their regular hourly pay rate Such compensation shall only be provided with the prior approval of the House Manager or Theatre Director
12. Hourly part-time Ushers who assume the responsibility of a "Lead Usher" shall be compensated at \$1 00 per hour more than their regular hourly pay rate Such compensation shall only be provided with the prior approval of the House Manager or the Theatre Director
- 13 Premium compensation equal to one pay period's salary or less may be granted by the City Manager to a full-time employee for meritorious performance Hourly part-time employees may be granted \$350 or less by the City Manager for meritorious performance Said premium compensation shall be awarded only once during a six-month period The maximum amount of compensation awarded to a full-time employee may not exceed one pay period's salary in a twelve-month period
- 14 Compensation equal to a maximum of \$350 may be granted by the City Manager to an employee or contract employee who consistently demonstrates performance above and beyond the level required for normal job performance Said compensation shall be awarded only once during a three-month period The maximum amount awarded to an employee or contract employee may not exceed \$700 in a twelve-month period
- 15 Full-time employees being recognized for outstanding attendance achieved over a twelve-month period may buy back up to 60 hours of sick leave on an annual basis provided they have a sick leave account balance of 120 hours after the buyback of hours The twelve-month qualification period is defined as the pay period that includes January 1 through the last full pay period in December in one calendar year Because the employee must approve disbursements from accrued sick leave in writing, it is the employee's responsibility to respond to a memorandum from Human Resources notifying the employee of their eligibility, and inform Human Resources in writing if the employee chooses to participate in the buyback of hours
- 16 In November of each year, full-time employees shall have the opportunity to buy back up to 80 hours of accrued vacation provided that the employee maintains a minimum of 120 hours of accrued vacation after the buyback of hours Because the employee must approve disbursements from accrued vacation in writing, it is the employee's responsibility to respond to a memorandum from Human Resources notifying the

employee of their eligibility and inform Human Resources in writing if the employee chooses to participate in the buyback of hours.

17 Individuals with signed, authorized contracts that provide instruction for recreation classes shall be paid a pre-determined percentage ranging from 60% to 75% based on the fees received for that class and approved by the Community Services Director. Current employees of the City are not eligible to provide instruction for contract classes.

VIII MISCELLANEOUS BENEFITS.

1 Automobile allowance shall be provided on a monthly basis to the following staff occupying these positions.

Position	Allowance
City Manager	\$500
Assistant City Manager	\$350
Department Directors	\$350
Deputy City Manager	\$350
Aquatics Center Manager	\$275
Assistant Community Services Director	\$275
Assistant to the City Manager	\$275
City Planner	\$275
Community Services Manager	\$275
Economic Development Manager	\$275
Finance Manager	\$275
Human Resources Manager	\$275
Public Information Manager	\$275
Senior Planner	\$275
Theatre Operations Manager	\$275
Aquatics Supervisor	\$125
Assistant City Clerk	\$125
Associate Planner	\$125
Community Services Supervisor	\$125
Senior Accountant	\$125
Senior Administrative Analyst	\$125

2 Under appropriate circumstances as determined by the City Manager, the City Manager may issue a City vehicle to an employee to travel to and from work in order to respond to emergencies in a timely manner during non-work hours. An employee who is provided an automobile allowance as stated in Section VIII (1), may be issued a City vehicle by the City Manager to conduct City business in lieu of receiving an automobile allowance. Employees who have been issued a City vehicle are not eligible for an automobile allowance or mileage reimbursement. City vehicles shall be used for City business and City purposes only and shall be subject to such terms and conditions as deemed appropriate by the City Manager.

- 3 Full-time employees may contribute to a deferred compensation 457(b) plan offered by the City up to the amount set forth by the Internal Revenue Code (IRC) per calendar year. The City shall provide all full-time employees with a matching deferred compensation contribution not to exceed five percent (5%) of the 457(b) deferred compensation elective deferral limit set by the IRC yearly, excluding any catch-up provisions. This amount shall be placed into the deferred compensation program offered by the City.
- 4 Full-time employees may be allowed reimbursement for tuition, books, mandatory fees related to registration for classes and programs taken at an accredited college, university or adult education program, and certification and license renewal. In addition, prior to enrollment in the course or program, approval by the Department Director and City Manager is required. The amount of reimbursement shall be limited to a cap of \$4,000 per employee per fiscal year. Those staff members using tuition reimbursement funds are required to maintain full-time status with the City for a period of one-year following use of the funds. If full-time status is not maintained and the employee separates from employment voluntarily, the funds used within the last twelve months of employment shall be reimbursed upon separation.
- 5 Full-time and hourly part-time maintenance employees will be provided an allowance of up to \$200 per fiscal year toward the purchase of work shoes. The supply and purchase of work shoes will be coordinated through the employees' department administrative staff.
- 6 Full-time and hourly part-time uniformed public safety employees will be provided an allowance of up to \$200 per fiscal year toward the purchase of work shoes. The supply and purchase of work shoes will be coordinated through the Public Safety administrative staff.
- 7 Full-time employees will be provided with a reimbursement of up to \$100 per fiscal year toward the purchase of a membership to a gymnasium and/or fitness center.
- 8 Full-time and hourly part-time uniformed public safety employees who work in the field will be offered bullet proof vests. The bullet proof vests will be replaced if damaged due to work related use or at the end of its useful life.
- 9 For those employees not provided with an automobile allowance, the City will reimburse an employee the current Internal Revenue Service mileage rate in effect per mile driven for authorized use of an employee's private vehicle on City business. Employees that receive an auto allowance are not eligible for mileage reimbursement and must have a private vehicle available for use on City business.
- 10 When a full-time employee is promoted to a higher full-time classification, the employee shall be assigned to the step in the new classification that provides an increase of not less than 5.5% over the salary received immediately prior to such promotion. When a part-time employee is promoted to a full-time classification, the employee shall be assigned to the step in the new classification that provides an increase of not less than

5 5% over the hourly rate of pay received immediately prior to such promotion
Promotions in both instances will be subject to a one-year probationary period

When a part-time employee is promoted to a higher part-time classification, the employee shall be assigned to the step in the new classification that provides an increase of not less than 3% over the hourly rate prior to such promotion

- 11 The City provides uniforms to employees holding certain positions in the City New uniforms are generally issued once a year to employees in Community Services, Public Works, and Public Safety
- 12 The City Manager is authorized to establish reasonable employee discounts for various City programs and events. The discounts will be identified in the Employee Resource Guide
- 13 Employees who are required to utilize a cellular phone for business related purposes shall receive an allowance in the amount of \$40 00 per month
- 14 The City shall provide full-time employees with a flexible spending account program for eligible health care, dependent care, transit, and parking expenses.
- 15 The City shall provide a Sick Leave Donation Program that allows full-time employees to donate accrued personal Sick Leave time into a Sick Leave Bank to be used by full-time employees with a serious medical condition and who have exhausted their own leave time

SECTION 4. Superseding the City Council Resolution No 22-15 in its entirety, hourly part-time employees shall be compensated at a rate fixed per the following schedule for FY 2023-2024 and FY 2024-25 Hourly part-time employees are required to work 1,040 hours to advance to the next pay step in the salary range

FY 2023-2024 PART-TIME SALARY SCHEDULE

Range	Position Title	Job Class	Min	Max
P21	Administrative Clerk Hourly	1210	\$18.23	\$23.09
P1	Administrative Intern	1450	\$17 40	\$20 17
P30	Aquatics Aide I	3231	\$16.77	\$18.87
P30A	Aquatics Aide II	3232	\$17.35	\$19.53
P39	Assistant Pool Technician	3260	\$20.52	\$26.77
P42	Assistant Technical Director	7021	\$28 40	\$31.97
P11	Box Office Associate	7120	\$17 19	\$21 15
P27	Box Office Coordinator	7140	\$19.34	\$24.50
P55	Code Enforcement Officer	5115	\$23.09	\$29.25
P30A	Food Services Aide	3271	\$17.35	\$19.53
P34	Food Services Lead	3270	\$19.34	\$25.24
P23	Graphics Technician	3550	\$17 40	\$22.70

Range	Position Title	Job Class	Min	Max
P31	Guest Services Associate	3250	\$17.19	\$21.15
P34	Lead Guest Services Associate	3245	\$19.34	\$25.24
P35	Lifeguard	3225	\$18.45	\$22.03
P5	Maintenance Worker	4100	\$17.19	\$19.93
P26	Permit Technician	1445	\$22.62	\$29.52
P40	Planning Technician	1440	\$25.24	\$30.14
P6	Public Safety Officer I	5110	\$23.95	\$30.34
P6A	Public Safety Officer II	5100	\$27.77	\$33.15
P7	Recreation Aide	3140	\$16.77	\$18.87
P8	Recreation Leader	3130	\$17.35	\$20.12
P24	Secretary Hourly	1221	\$19.92	\$26.00
P22	Senior Administrative Clerk	1181	\$21.24	\$26.91
P33	Senior Lifeguard	3215	\$19.92	\$23.79
P9	Senior Recreation Leader I	3120	\$19.00	\$22.69
P9A	Senior Recreation Leader II	3121	\$20.17	\$26.30
P16	Stagehand I	7131	\$17.71	\$23.09
P17	Stagehand II	7132	\$21.77	\$28.40
P41	Stagehand III	7133	\$26.77	\$30.14
P37	Supervising Lifeguard	3210	\$25.24	\$30.14
P38	Swim Instructor	3220	\$18.45	\$22.03
P19	Telemarketer	7100	\$16.77 + 5% commission	
P18	Theatre Rentals and Contracts Specialist	7135	\$21.24	\$26.91
P12	Usher	7110	\$17.19	\$21.15

FY 2024-2025 PART-TIME SALARY SCHEDULE

Range	Position Title	Job Class	Min	Max
P21	Administrative Clerk Hourly	1210	\$18.69	\$23.67
P1	Administrative Intern	1450	\$17.84	\$20.67
P30	Aquatics Aide I	3231	\$17.19	\$19.34
P30A	Aquatics Aide II	3232	\$17.78	\$20.02
P39	Assistant Pool Technician	3260	\$21.04	\$27.44
P42	Assistant Technical Director	7021	\$29.11	\$32.77
P11	Box Office Associate	7120	\$17.62	\$21.68
P27	Box Office Coordinator	7140	\$19.82	\$25.11
P55	Code Enforcement Officer	5115	\$23.67	\$29.98
P30A	Food Services Aide	3271	\$17.78	\$20.02
P34	Food Services Lead	3270	\$19.82	\$25.87
P23	Graphics Technician	3550	\$17.84	\$23.26
P31	Guest Services Associate	3250	\$17.62	\$21.68
P34	Lead Guest Services Associate	3245	\$19.82	\$25.87

Range	Position Title	Job Class	Min	Max
P35	Lifeguard	3225	\$18.92	\$22.58
P5	Maintenance Worker	4100	\$17.62	\$20.43
P26	Permit Technician	1445	\$23.19	\$30.26
P40	Planning Technician	1440	\$25.87	\$30.89
P6	Public Safety Officer I	5110	\$24.55	\$31.10
P6A	Public Safety Officer II	5100	\$28.46	\$33.98
P7	Recreation Aide	3140	\$17.19	\$19.34
P8	Recreation Leader	3130	\$17.78	\$20.62
P24	Secretary Hourly	1221	\$20.42	\$26.65
P22	Senior Administrative Clerk	1181	\$21.77	\$27.58
P33	Senior Lifeguard	3215	\$20.42	\$24.38
P9	Senior Recreation Leader I	3120	\$19.48	\$23.26
P9A	Senior Recreation Leader II	3121	\$20.67	\$26.96
P16	Stagehand I	7131	\$18.15	\$23.67
P17	Stagehand II	7132	\$22.32	\$29.11
P41	Stagehand III	7133	\$27.44	\$30.89
P37	Supervising Lifeguard	3210	\$25.87	\$30.89
P38	Swim Instructor	3220	\$18.92	\$22.58
P19	Telemarketer	7100	\$17.19 + 5% commission	
P18	Theatre Rentals and Contracts Specialist	7135	\$21.77	\$27.58
P12	Usher	7110	\$17.62	\$21.68

The City Manager may hire, on an hourly basis, positions identified as full-time according to the current salary resolution. Such positions shall only be hired when filling in temporarily for an existing full-time position.

SECTION 5. Superseding the City Council Resolution No 22-15, and all other prior resolutions relating to rates of compensation, and each of them in their entirety, rates of compensation as listed in this Resolution shall be effective on the pay period starting on June 19, 2023.

SECTION 6. The City expressly reserves the right, in its sole discretion, at any time and from time to time, but upon a non-discriminatory basis, to amend or rescind any provision of this Resolution or any benefits or salary provisions, or to terminate any benefits or salary provisions. Such changes may apply to current and/or future employees, retirees, or their family members. All salary and benefits in this Resolution are subject to a meet and confer guidelines and shall be reviewed at least biennially in its entirety.

SECTION 7 The La Mirada City Council hereby authorizes the City Manager to incorporate into the 2023-24 and 2024-25 Fiscal Year Budgets sufficient funds, not to exceed amounts identified in this Resolution, to ensure that the salaries and benefits shown herein are funded, and to take such other actions as may be necessary to implement this Resolution.

SECTION 8. This Resolution shall become effective immediately upon its passage

SECTION 9 The City Clerk shall certify to the adoption of this Resolution

APPROVED and ADOPTED this 27th day of June 2023.

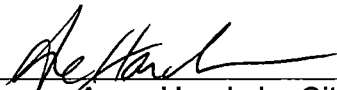


Steve De Ruse, Mayor

ATTEST

I, Anne Haraksin, City Clerk of the City of La Mirada, do hereby certify that the foregoing Resolution was adopted at a regular meeting of the La Mirada City Council held on the 27th day of June 2023, by the following roll call vote

AYES.	Councilmembers	Eng, Lewis, Otero, Mayor Pro Tem Sarega,
	Mayor De Ruse	
NOES	None	
ABSENT	None	
ABSTAIN	None	



Anne Haraksin, City Clerk

CITY OF LA MIRADA
FY 2023-24 HOURLY PART-TIME SALARY SCHEDULE
Effective June 19, 2023

Range	Position Title	1	2	3	4	5	6	7	8	9	10
P21	Administrative Clerk Hourly		\$18.23	\$18.78	\$19.34	\$19.92	\$20.52	\$21.14	\$21.77	\$22.42	\$23.09
P1	Administrative Intern	\$17.40	\$17.92	\$18.45	\$19.01	\$19.57	\$20.17				
P30	Aquatics Aide I	\$16.77	\$17.27	\$17.78	\$18.32	\$18.87					
P30A	Aquatics Aide II	\$17.35	\$17.87	\$18.41	\$18.96	\$19.53					
P39	Assistant Pool Technician	\$20.52	\$21.14	\$21.77	\$22.42	\$23.09	\$23.79	\$24.50	\$25.24	\$26.00	\$26.77
P42	Assistant Technical Director	\$28.40	\$29.25	\$30.14	\$31.04	\$31.97					
P11	Box Office Associate			\$17.19	\$17.71	\$18.24	\$18.79	\$19.35	\$19.93	\$20.52	\$21.15
P27	Box Office Coordinator	\$19.34	\$19.92	\$20.52	\$21.14	\$21.76	\$22.42	\$23.09	\$23.79	\$24.50	
P55	Code Enforcement Officer	\$23.09	\$23.79	\$24.50	\$25.24	\$25.99	\$26.77	\$27.58	\$28.40	\$29.25	
P30A	Food Services Aide	\$17.35	\$17.87	\$18.41	\$18.96	\$19.53					
P34	Food Services Lead	\$19.34	\$19.92	\$20.52	\$21.14	\$21.76	\$22.42	\$23.09	\$23.79	\$24.50	\$25.24
P23	Graphics Technician	\$17.40	\$17.92	\$18.45	\$19.01	\$19.57	\$20.17	\$20.77	\$21.39	\$22.03	\$22.70
P31	Guest Services Associate			\$17.19	\$17.71	\$18.24	\$18.79	\$19.35	\$19.93	\$20.52	\$21.15
P34	Lead Guest Services Associate	\$19.34	\$19.92	\$20.52	\$21.14	\$21.76	\$22.42	\$23.09	\$23.79	\$24.50	\$25.24
P35	Lifeguard		\$18.45	\$19.00	\$19.57	\$20.17	\$20.77	\$21.38	\$22.03		
P5	Maintenance Worker					\$17.19	\$17.71	\$18.24	\$18.79	\$19.35	\$19.93
P26	Permit Technician	\$22.62	\$23.31	\$24.01	\$24.73	\$25.46	\$26.23	\$27.02	\$27.83	\$28.66	\$29.52
P40	Planning Technician	\$25.24	\$26.00	\$26.78	\$27.58	\$28.40	\$29.26	\$30.14			
P6	Public Safety Officer I	\$23.95	\$24.67	\$25.41	\$26.17	\$26.96	\$27.77	\$28.60	\$29.45	\$30.34	
P6A	Public Safety Officer II	\$27.77	\$28.60	\$29.45	\$30.34	\$31.25	\$32.19	\$33.15			
P7	Recreation Aide	\$16.77	\$17.27	\$17.78	\$18.32	\$18.87					
P8	Recreation Leader	\$17.35	\$17.87	\$18.41	\$18.96	\$19.53	\$20.12				
P24	Secretary Hourly	\$19.92	\$20.52	\$21.14	\$21.77	\$22.42	\$23.09	\$23.79	\$24.50	\$25.24	\$26.00
P22	Senior Administrative Clerk	\$21.24	\$21.88	\$22.53	\$23.21	\$23.90	\$24.63	\$25.36	\$26.12	\$26.91	
P33	Senior Lifeguard		\$19.92	\$20.52	\$21.14	\$21.76	\$22.42	\$23.09	\$23.79		
P9	Senior Recreation Leader I				\$19.00	\$19.57	\$20.17	\$20.77	\$21.39	\$22.03	\$22.69
P9A	Senior Recreation Leader II	\$20.17	\$20.77	\$21.39	\$22.03	\$22.69	\$23.37	\$24.08	\$24.80	\$25.54	\$26.30
P16	Stagehand I	\$17.71	\$18.23	\$18.78	\$19.34	\$19.92	\$20.52	\$21.14	\$21.76	\$22.42	\$23.09
P17	Stagehand II	\$21.77	\$22.42	\$23.09	\$23.79	\$24.50	\$25.24	\$25.99	\$26.77	\$27.58	\$28.40
P41	Stagehand III	\$26.77	\$27.58	\$28.40	\$29.25	\$30.14					
P37	Supervising Lifeguard	\$25.24	\$26.00	\$26.78	\$27.58	\$28.40	\$29.26	\$30.14			
P38	Swim Instructor		\$18.45	\$19.00	\$19.57	\$20.17	\$20.77	\$21.38	\$22.03		
P19	Telemarketer	\$16.77	Per hour plus 5% commission								
P18	Theatre Rentals and Contracts Specialist	\$21.24	\$21.88	\$22.53	\$23.21	\$23.90	\$24.63	\$25.36	\$26.12	\$26.91	
P12	Usher			\$17.19	\$17.71	\$18.24	\$18.79	\$19.35	\$19.93	\$20.52	\$21.15

**CITY OF LA MIRADA
FY 2024-25 HOURLY PART-TIME SALARY SCHEDULE
Effective June 19, 2023**

Range	Position Title	1	2	3	4	5	6	7	8	9	10
P21	Administrative Clerk Hourly		\$18.69	\$19.25	\$19.82	\$20.42	\$21.04	\$21.67	\$22.32	\$22.98	\$23.67
P1	Administrative Intern	\$17.84	\$18.37	\$18.92	\$19.49	\$20.06	\$20.67				
P30	Aquatics Aide I	\$17.19	\$17.70	\$18.23	\$18.78	\$19.34					
P30A	Aquatics Aide II	\$17.78	\$18.32	\$18.87	\$19.43	\$20.02					
P39	Assistant Pool Technician	\$21.04	\$21.67	\$22.32	\$22.98	\$23.67	\$24.38	\$25.11	\$25.87	\$26.65	\$27.44
P42	Assistant Technical Director	\$29.11	\$29.98	\$30.89	\$31.82	\$32.77					
P11	Box Office Associate			\$17.62	\$18.15	\$18.70	\$19.26	\$19.83	\$20.43	\$21.04	\$21.68
P27	Box Office Coordinator	\$19.82	\$20.42	\$21.04	\$21.67	\$22.31	\$22.98	\$23.67	\$24.38	\$25.11	
P55	Code Enforcement Officer	\$23.67	\$24.38	\$25.11	\$25.87	\$26.64	\$27.44	\$28.27	\$29.11	\$29.98	
P30A	Food Services Aide	\$17.78	\$18.32	\$18.87	\$19.43	\$20.02					
P34	Food Services Lead	\$19.82	\$20.42	\$21.04	\$21.67	\$22.31	\$22.98	\$23.67	\$24.38	\$25.11	\$25.87
P23	Graphics Technician	\$17.84	\$18.37	\$18.92	\$19.49	\$20.06	\$20.67	\$21.29	\$21.93	\$22.58	\$23.26
P31	Guest Services Associate			\$17.62	\$18.15	\$18.70	\$19.26	\$19.83	\$20.43	\$21.04	\$21.68
P34	Lead Guest Services Associate	\$19.82	\$20.42	\$21.04	\$21.67	\$22.31	\$22.98	\$23.67	\$24.38	\$25.11	\$25.87
P35	Lifeguard		\$18.92	\$19.48	\$20.06	\$20.67	\$21.29	\$21.92	\$22.58		
P5	Maintenance Worker					\$17.62	\$18.15	\$18.70	\$19.26	\$19.83	\$20.43
P26	Permit Technician	\$23.19	\$23.89	\$24.61	\$25.34	\$26.10	\$26.89	\$27.69	\$28.53	\$29.38	\$30.26
P40	Planning Technician	\$25.87	\$26.65	\$27.45	\$28.27	\$29.11	\$30.00	\$30.89			
P6	Public Safety Officer I	\$24.55	\$25.29	\$26.04	\$26.82	\$27.64	\$28.46	\$29.32	\$30.19	\$31.10	
P6A	Public Safety Officer II	\$28.46	\$29.32	\$30.19	\$31.10	\$32.04	\$33.00	\$33.98			
P7	Recreation Aide	\$17.19	\$17.70	\$18.23	\$18.78	\$19.34					
P8	Recreation Leader	\$17.78	\$18.32	\$18.87	\$19.43	\$20.02	\$20.62				
P24	Secretary Hourly	\$20.42	\$21.04	\$21.67	\$22.32	\$22.98	\$23.67	\$24.38	\$25.11	\$25.87	\$26.65
P22	Senior Administrative Clerk	\$21.77	\$22.42	\$23.10	\$23.79	\$24.50	\$25.24	\$26.00	\$26.78	\$27.58	
P33	Senior Lifeguard		\$20.42	\$21.04	\$21.67	\$22.31	\$22.98	\$23.67	\$24.38		
P9	Senior Recreation Leader I				\$19.48	\$20.06	\$20.67	\$21.29	\$21.93	\$22.58	\$23.26
P9A	Senior Recreation Leader II	\$20.67	\$21.29	\$21.93	\$22.58	\$23.26	\$23.96	\$24.68	\$25.42	\$26.18	\$26.96
P16	Stagehand I	\$18.15	\$18.69	\$19.25	\$19.82	\$20.42	\$21.04	\$21.67	\$22.31	\$22.98	\$23.67
P17	Stagehand II	\$22.32	\$22.98	\$23.67	\$24.38	\$25.11	\$25.87	\$26.64	\$27.44	\$28.27	\$29.11
P41	Stagehand III	\$27.44	\$28.27	\$29.11	\$29.98	\$30.89					
P37	Supervising Lifeguard	\$25.87	\$26.65	\$27.45	\$28.27	\$29.11	\$30.00	\$30.89			
P38	Swim Instructor		\$18.92	\$19.48	\$20.06	\$20.67	\$21.29	\$21.92	\$22.58		
P19	Telemarketer	\$17.19	Per hour plus 5% commission								
P18	Theatre Rentals and Contracts Specialist	\$21.77	\$22.42	\$23.10	\$23.79	\$24.50	\$25.24	\$26.00	\$26.78	\$27.58	
P12	Usher			\$17.62	\$18.15	\$18.70	\$19.26	\$19.83	\$20.43	\$21.04	\$21.68