

RESOLUTION NO. 5865

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LA HABRA REPEALING AND REPLACING RESOLUTION NO. 5748 PERTAINING TO A COMPENSATION PLAN FOR POLICE ASSOCIATION - CIVILIAN PERSONNEL

WHEREAS, the City Council of the City of La Habra, California adopted Resolution No. 5748 on June 20, 2016, and

WHEREAS, the City Council desires to repeal and replace said Resolution.

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

SALARY PLAN

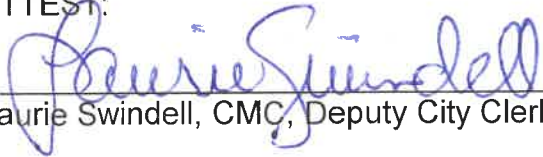
Section 1. Monthly and Hourly Employees. That there hereby is established a compensation plan for those employees of the City who are now, or who may hereafter be, employed in the Police Civilian Group. Attached is Exhibit "A" indicating the salaries for classifications of this employee group.

PASSED, APPROVED AND ADOPTED THIS 6TH DAY OF August, 2018.



Tim Shaw, Mayor

ATTEST:



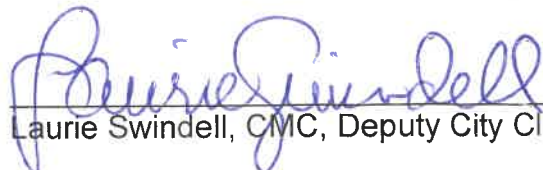
Laurie Swindell, CMC, Deputy City Clerk

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. 5865 introduced and adopted at a Regular Meeting of the City Council of the City of La Habra held on the 6th day of August, 2018, by the following roll call vote:

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

Witness my hand and the official seal of the City of La Habra this 6th day of August, 2018.



Laurie Swindell, CMC, Deputy City Clerk

Police - Civilian

One-time Pay Adjustment:

Based on the salary schedule in effect on June 30, 2018, 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 30, 2019, 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 30, 2020, 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.

Public Employees' Retirement System/Retirement:

Effective July 7, 2018, all unit employees will contribute an additional 1% of compensation earnable toward CalPERS required employer contribution as cost sharing.

Insurance:

Effective December 1, 2018, the City will increase its current insurance contribution by \$40 per month to a maximum of \$1,370 per month on a use or lose basis.

Effective December 1, 2019, the City will increase its current insurance contribution by \$40 per month to a maximum of \$1,410 per month on a use or lose basis.

Effective December 1, 2020, the City will increase its current insurance contribution by \$40 per month to a maximum of \$1,450 per month on a use or lose basis.

Opt-out Medical Contribution:

Effective December 1, 2018, the City will increase the opt-out contribution by \$25 per month to a maximum of \$265 per month.

Effective December 1, 2019, the City will increase the opt-out contribution by \$25 per month to a maximum of \$290 per month.

Uniform Allowance:

Effective July 1, 2018, the City will increase the uniform allowance by \$50 per year to a maximum of \$850 per year for Community Services Officers and Animal Control Officers, and a maximum of \$750 per year for all other eligible civilian personnel.

Effective July 1, 2019, the City will increase the uniform allowance by \$50 per year to a maximum of \$900 per year for Community Services Officers and Animal Control Officers, and a maximum of \$800 per year for all other eligible civilian personnel.

Effective July 1, 2020, the City will increase the uniform allowance by \$50 per year to a maximum of \$950 per year for Community Services Officers and Animal Control Officers, and a maximum of \$850 per year for all other eligible civilian personnel.

EXHIBIT "A"

EFFECTIVE JULY 7, 2018 POLICE - CIVILIAN	RANGE	START	AFTER	MERIT + ONE YEAR						
		RATE	6 MOS	-----IN PRIOR STEP-----						
		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I
ANIMAL CONTROL OFFICER	P23A	23.783	24.972	26.221	27.532	28.909	29.785	30.380	30.988	31.763
BUREAU MANAGER	P37	33.277	34.941	36.688	38.523	40.449	41.674	42.508	43.358	44.442
COMM SERVICES OFFICER II	P30A	24.724	25.960	27.258	28.621	30.052	30.963	31.582	32.214	33.019
COMMUN OPER SUPERVISOR	P32	30.004	31.504	33.079	34.733	36.470	37.575	38.326	39.093	40.070
COMMUNICATIONS OPERATOR	P25	25.098	26.353	27.670	29.054	30.506	31.431	32.059	32.701	33.518
COMMUNITY SERVICES OFFICER	P19	21.304	22.370	23.488	24.663	25.896	26.680	27.214	27.758	28.452
CRIME ANALYST/INF SPEC	P35	29.711	31.196	32.756	34.394	36.114	37.208	37.952	38.711	39.679
CRIME PREV SPECIALIST	P23B	23.783	24.972	26.221	27.532	28.909	29.785	30.380	30.988	31.763
POLICE ADMIN SPECIALIST	P22A	23.689	24.874	26.117	27.423	28.794	29.667	30.260	30.865	31.637
POLICE OFFICER TRAINEE	P21	23.333	- SIX MONTH POSITION -							
POLICE RECORDS SPECIALIST	P09B	19.238	20.199	21.209	22.270	23.383	24.092	24.574	25.065	25.692
POLICE SECRETARY	P20	21.535	22.612	23.743	24.930	26.176	26.969	27.509	28.059	28.760
PROPERTY/EVIDENCE TECH	P09A	18.871	19.815	20.805	21.846	22.938	23.633	24.106	24.588	25.202
RECORDS SPEC SUPERVISOR	P15	26.300	27.615	28.996	30.446	31.968	32.937	33.596	34.268	35.124
SENIOR POLICE SECRETARY	P22A	23.689	24.874	26.117	27.423	28.794	29.667	30.260	30.865	31.637
SR ANIMAL CONTROL OFFICER	P30	26.356	27.674	29.058	30.511	32.036	33.007	33.667	34.340	35.199
SR PROPERTY EVIDENCE TECH	P30B	24.724	25.960	27.258	28.621	30.052	30.963	31.582	32.214	33.019
YOUTH SERVICE OFFICER	P31	22.792	23.931	25.128	26.384	27.703	28.543	29.114	29.696	30.438

EXHIBIT "A" CONTINUED

EFFECTIVE July 6, 2019		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
ANIMAL CONTROL OFFICER	P23A	24.378	25.596	26.876	28.220	29.631	30.529	31.139	31.762	32.556
BUREAU MANAGER	P37	34.109	35.814	37.605	39.485	41.460	42.716	43.570	44.442	45.553
COMM SERVICE OFFICER II	P30A	25.342	26.609	27.940	29.337	30.803	31.737	32.372	33.019	33.844
COMMUN OPER SUPERVISOR	P32	30.754	32.292	33.906	35.602	37.382	38.514	39.285	40.070	41.072
COMMUNICATIONS OPERATOR	P25	25.725	27.012	28.362	29.780	31.269	32.217	32.861	33.518	34.356
COMMUNITY SERVICE OFFICER	P19	21.837	22.928	24.075	25.279	26.543	27.347	27.894	28.452	29.163
CRIME ANALYST/INF SPEC	P35	30.454	31.976	33.575	35.254	37.017	38.138	38.901	39.679	40.671
CRIME PREV SPECIALIST	P23B	24.378	25.596	26.876	28.220	29.631	30.529	31.139	31.762	32.556
POLICE ADMIN SPECIALIST	P22A	24.281	25.495	26.770	28.109	29.514	30.408	31.016	31.637	32.428
POLICE OFFICER TRAINEE	P21	23.916	- SIX MONTH POSITION -							
POLICE RECORDS SPECIALIST	P09B	19.719	20.705	21.740	22.827	23.969	24.695	25.189	25.692	26.335
POLICE SECRETARY	P20	22.073	23.177	24.336	25.553	26.830	27.643	28.196	28.760	29.479
PROPERTY/EVIDENCE TECH	P09A	19.343	20.310	21.325	22.392	23.511	24.224	24.708	25.202	25.832
RECORDS SPEC SUPERVISOR	P15	26.958	28.305	29.721	31.207	32.767	33.760	34.435	35.124	36.002
SENIOR POLICE SECRETARY	P22	24.281	25.495	26.770	28.109	29.514	30.408	31.016	31.637	32.428
SR ANIMAL CONTROL OFFICER	P30	27.015	28.366	29.784	31.273	32.837	33.832	34.508	35.199	36.078
SR PROPERTY EVIDENCE TECH	P30B	25.342	26.609	27.940	29.337	30.803	31.737	32.372	33.019	33.844
YOUTH SERVICE OFFICER	P31	23.362	24.530	25.756	27.044	28.396	29.257	29.842	30.439	31.200

EXHIBIT "A" CONTINUED

EFFECTIVE July 4, 2020		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
ANIMAL CONTROL OFFICER	P23A	24.866	26.109	27.414	28.785	30.224	31.140	31.763	32.398	33.208
BUREAU MANAGER	P37	34.791	36.531	38.357	40.275	42.289	43.570	44.442	45.330	46.464
COMM SERVICE OFFICER II	P30A	25.849	27.141	28.498	29.923	31.419	32.371	33.019	33.679	34.521
COMMUN OPER SUPERVISOR	P32	31.369	32.938	34.584	36.314	38.129	39.285	40.070	40.872	41.894
COMMUNICATIONS OPERATOR	P25	26.240	27.551	28.929	30.376	31.894	32.861	33.518	34.188	35.043
COMMUNITY SERVICE OFFICER	P19	22.274	23.387	24.557	25.785	27.074	27.894	28.452	29.021	29.747
CRIME ANALYST/INF SPEC	P35	31.063	32.616	34.247	35.959	37.757	38.901	39.679	40.473	41.485
CRIME PREV SPECIALIST	P23B	24.866	26.109	27.414	28.785	30.224	31.140	31.763	32.398	33.208
POLICE ADMIN SPECIALIST	P22A	24.767	26.005	27.305	28.670	30.104	31.016	31.636	32.269	33.076
POLICE OFFICER TRAINEE	P21	24.394	- SIX MONTH POSITION -							
POLICE RECORDS SPECIALIST	P09B	20.113	21.119	22.175	23.284	24.448	25.189	25.692	26.206	26.861
POLICE SECRETARY	P20	22.514	23.640	24.822	26.063	27.366	28.196	28.760	29.335	30.068
PROPERTY/EVIDENCE TECH	P09A	19.730	20.716	21.752	22.840	23.982	24.708	25.203	25.707	26.349
RECORDS SPEC SUPERVISOR	P15	27.497	28.872	30.316	31.831	33.423	34.436	35.124	35.827	36.723
SENIOR POLICE SECRETARY	P22A	24.767	26.005	27.305	28.670	30.104	31.016	31.636	32.269	33.076
SR ANIMAL CONTROL OFFICER	P30	27.555	28.933	30.380	31.899	33.494	34.508	35.199	35.903	36.800
SR PROPERTY EVIDENCE TECH	P30B	25.849	27.141	28.498	29.923	31.419	32.371	33.019	33.679	34.521
YOUTH SERVICE OFFICER	P31	23.829	25.021	26.272	27.585	28.965	29.842	30.439	31.048	31.824