

Attachment "A"

La Palma General Employees Association							
Classification and Salary Tables							
July 1, 2022 to June 30, 2023							
Pursuant to Article III, Section 7A of the current MOU							
Biweekly, Monthly, and Annual Rates are based on a 38 Hour Work Week (1,976 hours per year)							
	Step A	Step B	Step C	Step D	Step E	Step F	Step G
Account Clerk							
Annual	41,179.11	43,238.07	45,399.97	47,669.97	50,053.47	52,556.14	55,183.95
Monthly	3,431.59	3,603.17	3,783.33	3,972.50	4,171.12	4,379.68	4,598.66
Biweekly	1,583.81	1,663.00	1,746.15	1,833.46	1,925.13	2,021.39	2,122.46
Hourly	20.8396	21.8816	22.9757	24.1245	25.3307	26.5972	27.9271
Accounting Technician							
Annual	51,452.41	54,025.03	56,726.28	59,562.60	62,540.73	65,667.76	68,951.15
Monthly	4,287.70	4,502.09	4,727.19	4,963.55	5,211.73	5,472.31	5,745.93
Biweekly	1,978.94	2,077.89	2,181.78	2,290.87	2,405.41	2,525.68	2,651.97
Hourly	26.0387	27.3406	28.7076	30.1430	31.6502	33.2327	34.8943
Administrative Secretary							
Annual	47,005.37	49,355.64	51,823.42	54,414.59	57,135.32	59,992.09	62,991.69
Monthly	3,917.11	4,112.97	4,318.62	4,534.55	4,761.28	4,999.34	5,249.31
Biweekly	1,807.90	1,898.29	1,993.21	2,092.87	2,197.51	2,307.39	2,422.76
Hourly	23.7881	24.9775	26.2264	27.5377	28.9146	30.3604	31.8784
Code Enforcement/Business License Officer							
Annual	53,746.53	56,433.85	59,255.55	62,218.32	65,329.24	68,595.70	72,025.49
Monthly	4,478.88	4,702.82	4,937.96	5,184.86	5,444.10	5,716.31	6,002.12
Biweekly	2,067.17	2,170.53	2,279.06	2,393.01	2,512.66	2,638.30	2,770.21
Hourly	27.1997	28.5596	29.9876	31.4870	33.0614	34.7144	36.4501
Engineering Technician							
Annual	52,230.02	54,841.52	57,583.60	60,462.78	63,485.92	66,660.21	69,993.22
Monthly	4,352.50	4,570.13	4,798.63	5,038.56	5,290.49	5,555.02	5,832.77
Biweekly	2,008.85	2,109.29	2,214.75	2,325.49	2,441.77	2,563.85	2,692.05
Hourly	26.4322	27.7538	29.1415	30.5986	32.1285	33.7349	35.4217
Human Resources Specialist							
Annual	52,740.59	55,377.61	58,146.50	61,053.82	64,106.51	67,311.84	70,677.43
Monthly	4,395.05	4,614.80	4,845.54	5,087.82	5,342.21	5,609.32	5,889.79
Biweekly	2,028.48	2,129.91	2,236.40	2,348.22	2,465.64	2,588.92	2,718.36
Hourly	26.6906	28.0251	29.4264	30.8977	32.4426	34.0647	35.7679

La Palma General Employees Association							
Classification and Salary Tables							
July 1, 2022 to June 30, 2023							
Pursuant to Article III, Section 7A of the current MOU							
Biweekly, Monthly, and Annual Rates are based on a 38 Hour Work Week (1,976 hours per year)							
	Step A	Step B	Step C	Step D	Step E	Step F	Step G
Lead Maintenance Worker							
Annual	44,054.98	46,257.72	48,570.61	50,999.14	53,549.10	56,226.55	59,037.88
Monthly	3,671.25	3,854.81	4,047.55	4,249.93	4,462.42	4,685.55	4,919.82
Biweekly	1,694.42	1,779.14	1,868.10	1,961.51	2,059.58	2,162.56	2,270.69
Hourly	22.2950	23.4098	24.5803	25.8093	27.0997	28.4547	29.8775
Maintenance Worker							
Annual	39,756.95	41,744.80	43,832.04	46,023.64	48,324.82	50,741.06	53,278.12
Monthly	3,313.08	3,478.73	3,652.67	3,835.30	4,027.07	4,228.42	4,439.84
Biweekly	1,529.11	1,605.57	1,685.85	1,770.14	1,858.65	1,951.58	2,049.16
Hourly	20.1199	21.1259	22.1822	23.2913	24.4559	25.6787	26.9626
Recreation Coordinator							
Annual	45,770.67	48,059.21	50,462.17	52,985.28	55,634.54	58,416.27	61,337.08
Monthly	3,814.22	4,004.93	4,205.18	4,415.44	4,636.21	4,868.02	5,111.42
Biweekly	1,760.41	1,848.43	1,940.85	2,037.90	2,139.79	2,246.78	2,359.12
Hourly	23.1633	24.3215	25.5375	26.8144	28.1551	29.5629	31.0410
Senior Office Assistant							
Annual	39,326.08	41,292.39	43,357.01	45,524.86	47,801.10	50,191.16	52,700.71
Monthly	3,277.17	3,441.03	3,613.08	3,793.74	3,983.43	4,182.60	4,391.73
Biweekly	1,512.54	1,588.17	1,667.58	1,750.96	1,838.50	1,930.43	2,026.95
Hourly	19.9019	20.8970	21.9418	23.0389	24.1908	25.4004	26.6704
Water Service Worker I							
Annual	43,899.47	46,094.45	48,399.17	50,819.13	53,360.08	56,028.09	58,829.49
Monthly	3,658.29	3,841.20	4,033.26	4,234.93	4,446.67	4,669.01	4,902.46
Biweekly	1,688.44	1,772.86	1,861.51	1,954.58	2,052.31	2,154.93	2,262.67
Hourly	22.2163	23.3271	24.4935	25.7182	27.0041	28.3543	29.7720
Water Service Worker II							
Annual	47,592.30	49,971.91	52,470.51	55,094.04	57,848.74	60,741.17	63,778.23
Monthly	3,966.02	4,164.33	4,372.54	4,591.17	4,820.73	5,061.76	5,314.85
Biweekly	1,830.47	1,922.00	2,018.10	2,119.00	2,224.95	2,336.20	2,453.01
Hourly	24.0852	25.2894	26.5539	27.8816	29.2757	30.7395	32.2764

Attachment “B”

La Palma General Employees Association							
Classification and Salary Tables							
July 1, 2023 to June 30, 2024							
Pursuant to Article III, Section 7B of the current MOU							
Biweekly, Monthly, and Annual Rates are based on a 38 Hour Work Week (1,976 hours per year)							
	Step A	Step B	Step C	Step D	Step E	Step F	Step G
Account Clerk							
Annual	42,826.28	44,967.59	47,215.97	49,576.77	52,055.61	54,658.39	57,391.31
Monthly	3,568.86	3,747.30	3,934.66	4,131.40	4,337.97	4,554.87	4,782.61
Biweekly	1,647.16	1,729.52	1,816.00	1,906.80	2,002.14	2,102.25	2,207.36
Hourly	21.6732	22.7569	23.8947	25.0895	26.3439	27.6611	29.0442
Accounting Technician							
Annual	53,510.51	56,186.03	58,995.33	61,945.10	65,042.36	68,294.47	71,709.20
Monthly	4,459.21	4,682.17	4,916.28	5,162.09	5,420.20	5,691.21	5,975.77
Biweekly	2,058.10	2,161.00	2,269.05	2,382.50	2,501.63	2,626.71	2,758.05
Hourly	27.0802	28.4342	29.8559	31.3487	32.9162	34.5620	36.2901
Administrative Secretary							
Annual	48,885.58	51,329.86	53,896.36	56,591.17	59,420.73	62,391.77	65,511.36
Monthly	4,073.80	4,277.49	4,491.36	4,715.93	4,951.73	5,199.31	5,459.28
Biweekly	1,880.21	1,974.23	2,072.94	2,176.58	2,285.41	2,399.68	2,519.67
Hourly	24.7397	25.9767	27.2755	28.6393	30.0712	31.5748	33.1535
Code Enforcement/Business License Officer							
Annual	55,896.39	58,691.21	61,625.77	64,707.06	67,942.41	71,339.53	74,906.51
Monthly	4,658.03	4,890.93	5,135.48	5,392.25	5,661.87	5,944.96	6,242.21
Biweekly	2,149.86	2,257.35	2,370.22	2,488.73	2,613.17	2,743.83	2,881.02
Hourly	28.2876	29.7020	31.1871	32.7465	34.3838	36.1030	37.9082
Engineering Technician							
Annual	54,319.22	57,035.18	59,886.94	62,881.29	66,025.35	69,326.62	72,792.95
Monthly	4,526.60	4,752.93	4,990.58	5,240.11	5,502.11	5,777.22	6,066.08
Biweekly	2,089.20	2,193.66	2,303.34	2,418.51	2,539.44	2,666.41	2,799.73
Hourly	27.4895	28.8640	30.3072	31.8225	33.4136	35.0843	36.8385
Human Resources Specialist							
Annual	54,850.21	57,592.72	60,472.35	63,495.97	66,670.77	70,004.31	73,504.53
Monthly	4,570.85	4,799.39	5,039.36	5,291.33	5,555.90	5,833.69	6,125.38
Biweekly	2,109.62	2,215.10	2,325.86	2,442.15	2,564.26	2,692.47	2,827.10
Hourly	27.7582	29.1461	30.6034	32.1336	33.7403	35.4273	37.1986

La Palma General Employees Association							
Classification and Salary Tables							
July 1, 2023 to June 30, 2024							
Pursuant to Article III, Section 7B of the current MOU							
Biweekly, Monthly, and Annual Rates are based on a 38 Hour Work Week (1,976 hours per year)							
	Step A	Step B	Step C	Step D	Step E	Step F	Step G
Lead Maintenance Worker							
Annual	45,817.18	48,108.03	50,513.44	53,039.11	55,691.06	58,475.62	61,399.40
Monthly	3,818.10	4,009.00	4,209.45	4,419.93	4,640.92	4,872.97	5,116.62
Biweekly	1,762.20	1,850.31	1,942.82	2,039.97	2,141.96	2,249.06	2,361.52
Hourly	23.1868	24.3462	25.5635	26.8417	28.1837	29.5929	31.0726
Maintenance Worker							
Annual	41,347.23	43,414.59	45,585.32	47,864.59	50,257.82	52,770.71	55,409.24
Monthly	3,445.60	3,617.88	3,798.78	3,988.72	4,188.15	4,397.56	4,617.44
Biweekly	1,590.28	1,669.79	1,753.28	1,840.95	1,932.99	2,029.64	2,131.12
Hourly	20.9247	21.9709	23.0695	24.2230	25.4341	26.7058	28.0411
Recreation Coordinator							
Annual	47,601.50	49,981.58	52,480.65	55,104.69	57,859.92	60,752.92	63,790.56
Monthly	3,966.79	4,165.13	4,373.39	4,592.06	4,821.66	5,062.74	5,315.88
Biweekly	1,830.83	1,922.37	2,018.49	2,119.41	2,225.38	2,336.65	2,453.48
Hourly	24.0898	25.2943	26.5590	27.8870	29.2813	30.7454	32.2827
Senior Office Assistant							
Annual	40,899.13	42,944.08	45,091.29	47,345.85	49,713.14	52,198.80	54,808.74
Monthly	3,408.26	3,578.67	3,757.61	3,945.49	4,142.76	4,349.90	4,567.40
Biweekly	1,573.04	1,651.70	1,734.28	1,820.99	1,912.04	2,007.65	2,108.03
Hourly	20.6979	21.7328	22.8195	23.9605	25.1585	26.4164	27.7372
Water Service Worker I							
Annual	45,655.45	47,938.22	50,335.13	52,851.89	55,494.49	58,269.21	61,182.67
Monthly	3,804.62	3,994.85	4,194.59	4,404.32	4,624.54	4,855.77	5,098.56
Biweekly	1,755.98	1,843.78	1,935.97	2,032.77	2,134.40	2,241.12	2,353.18
Hourly	23.1050	24.2602	25.4732	26.7469	28.0843	29.4885	30.9629
Water Service Worker II							
Annual	49,495.99	51,970.79	54,569.33	57,297.80	60,162.69	63,170.82	66,329.36
Monthly	4,124.67	4,330.90	4,547.44	4,774.82	5,013.56	5,264.24	5,527.45
Biweekly	1,903.69	1,998.88	2,098.82	2,203.76	2,313.95	2,429.65	2,551.13
Hourly	25.0486	26.3010	27.6161	28.9969	30.4467	31.9690	33.5675

Attachment “C”

La Palma General Employees Association							
Classification and Salary Tables							
July 1, 2024 to June 30, 2025							
Pursuant to Article III, Section 7C of the current MOU							
Biweekly, Monthly, and Annual Rates are based on a 38 Hour Work Week (1,976 hours per year)							
	Step A	Step B	Step C	Step D	Step E	Step F	Step G
Account Clerk							
Annual	44,967.59	47,215.97	49,576.77	52,055.61	54,658.39	57,391.31	60,260.87
Monthly	3,747.30	3,934.66	4,131.40	4,337.97	4,554.87	4,782.61	5,021.74
Biweekly	1,729.52	1,816.00	1,906.80	2,002.14	2,102.25	2,207.36	2,317.73
Hourly	22.7569	23.8947	25.0895	26.3439	27.6611	29.0442	30.4964
Accounting Technician							
Annual	56,186.03	58,995.33	61,945.10	65,042.36	68,294.47	71,709.20	75,294.66
Monthly	4,682.17	4,916.28	5,162.09	5,420.20	5,691.21	5,975.77	6,274.55
Biweekly	2,161.00	2,269.05	2,382.50	2,501.63	2,626.71	2,758.05	2,895.95
Hourly	28.4342	29.8559	31.3487	32.9162	34.5620	36.2901	38.1046
Administrative Secretary							
Annual	51,329.86	53,896.36	56,591.17	59,420.73	62,391.77	65,511.36	68,786.93
Monthly	4,277.49	4,491.36	4,715.93	4,951.73	5,199.31	5,459.28	5,732.24
Biweekly	1,974.23	2,072.94	2,176.58	2,285.41	2,399.68	2,519.67	2,645.65
Hourly	25.9767	27.2755	28.6393	30.0712	31.5748	33.1535	34.8112
Code Enforcement/Business License Officer							
Annual	58,691.21	61,625.77	64,707.06	67,942.41	71,339.53	74,906.51	78,651.83
Monthly	4,890.93	5,135.48	5,392.25	5,661.87	5,944.96	6,242.21	6,554.32
Biweekly	2,257.35	2,370.22	2,488.73	2,613.17	2,743.83	2,881.02	3,025.07
Hourly	29.7020	31.1871	32.7465	34.3838	36.1030	37.9082	39.8036
Engineering Technician							
Annual	57,035.18	59,886.94	62,881.29	66,025.35	69,326.62	72,792.95	76,432.60
Monthly	4,752.93	4,990.58	5,240.11	5,502.11	5,777.22	6,066.08	6,369.38
Biweekly	2,193.66	2,303.34	2,418.51	2,539.44	2,666.41	2,799.73	2,939.72
Hourly	28.8640	30.3072	31.8225	33.4136	35.0843	36.8385	38.6805
Human Resources Specialist							
Annual	57,592.72	60,472.35	63,495.97	66,670.77	70,004.31	73,504.53	77,179.75
Monthly	4,799.39	5,039.36	5,291.33	5,555.90	5,833.69	6,125.38	6,431.65
Biweekly	2,215.10	2,325.86	2,442.15	2,564.26	2,692.47	2,827.10	2,968.45
Hourly	29.1461	30.6034	32.1336	33.7403	35.4273	37.1986	39.0586

La Palma General Employees Association							
Classification and Salary Tables							
July 1, 2024 to June 30, 2025							
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Biweekly, Monthly, and Annual Rates are based on a 38 Hour Work Week (1,976 hours per year)							
	Step A	Step B	Step C	Step D	Step E	Step F	Step G
Lead Maintenance Worker							
Annual	48,108.03	50,513.44	53,039.11	55,691.06	58,475.62	61,399.40	64,469.37
Monthly	4,009.00	4,209.45	4,419.93	4,640.92	4,872.97	5,116.62	5,372.45
Biweekly	1,850.31	1,942.82	2,039.97	2,141.96	2,249.06	2,361.52	2,479.59
Hourly	24.3462	25.5635	26.8417	28.1837	29.5929	31.0726	32.6262
Maintenance Worker							
Annual	43,414.59	45,585.32	47,864.59	50,257.82	52,770.71	55,409.24	58,179.70
Monthly	3,617.88	3,798.78	3,988.72	4,188.15	4,397.56	4,617.44	4,848.31
Biweekly	1,669.79	1,753.28	1,840.95	1,932.99	2,029.64	2,131.12	2,237.68
Hourly	21.9709	23.0695	24.2230	25.4341	26.7058	28.0411	29.4432
Recreation Coordinator							
Annual	49,981.58	52,480.65	55,104.69	57,859.92	60,752.92	63,790.56	66,980.09
Monthly	4,165.13	4,373.39	4,592.06	4,821.66	5,062.74	5,315.88	5,581.67
Biweekly	1,922.37	2,018.49	2,119.41	2,225.38	2,336.65	2,453.48	2,576.16
Hourly	25.2943	26.5590	27.8870	29.2813	30.7454	32.2827	33.8968
Senior Office Assistant							
Annual	42,944.08	45,091.29	47,345.85	49,713.14	52,198.80	54,808.74	57,549.18
Monthly	3,578.67	3,757.61	3,945.49	4,142.76	4,349.90	4,567.40	4,795.76
Biweekly	1,651.70	1,734.28	1,820.99	1,912.04	2,007.65	2,108.03	2,213.43
Hourly	21.7328	22.8195	23.9605	25.1585	26.4164	27.7372	29.1241
Water Service Worker I							
Annual	47,938.22	50,335.13	52,851.89	55,494.49	58,269.21	61,182.67	64,241.80
Monthly	3,994.85	4,194.59	4,404.32	4,624.54	4,855.77	5,098.56	5,353.48
Biweekly	1,843.78	1,935.97	2,032.77	2,134.40	2,241.12	2,353.18	2,470.84
Hourly	24.2602	25.4732	26.7469	28.0843	29.4885	30.9629	32.5110
Water Service Worker II							
Annual	51,970.79	54,569.33	57,297.80	60,162.69	63,170.82	66,329.36	69,645.83
Monthly	4,330.90	4,547.44	4,774.82	5,013.56	5,264.24	5,527.45	5,803.82
Biweekly	1,998.88	2,098.82	2,203.76	2,313.95	2,429.65	2,551.13	2,678.69
Hourly	26.3010	27.6161	28.9969	30.4467	31.9690	33.5675	35.2459