

RESOLUTION NO. 2023-44

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
LA PALMA AMENDING THE SALARY SCHEDULES FOR
THE LA PALMA GENERAL EMPLOYEES ASSOCIATION
AND LA PALMA PROFESSIONAL EMPLOYEES
ASSOCIATION**

WHEREAS, the City and the La Palma General Employees Association (LPGEA) and La Palma Professional Employees Association (LPPEA) entered into Memoranda of Understanding (“MOU”) effective July 1, 2022, through June 30, 2025; and

WHEREAS, the City, LPGEA, and LPPEA have discussed amending salary schedules to conform with the reorganized Public Works/Community Services Department; and

WHEREAS, the City, LPGEA, and LPPEA have met and conferred in good faith and have agreed on amending salary schedules, and

NOW, THEREFORE, the City, LPGEA, and LPPEA agree as follows:

SECTION 1. Approve the amended salary schedules (“Attachment 1”) for the La Palma General Employees Association and La Palma Professional Employees Association.

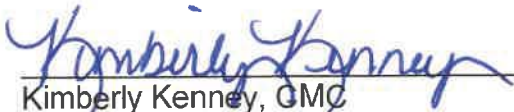
SECTION 2. These salary schedules go into effect on January 1, 2024.

APPROVED AND ADOPTED by the City Council of the City of La Palma at a regular meeting held on the 12th day of December, 2023.



Marshall Goodman
Mayor

ATTEST:



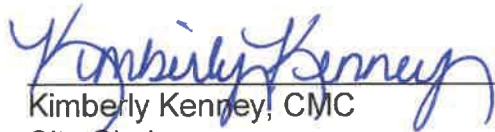
Kimberly Kenney, GMC
City Clerk

STATE OF CALIFORNIA)
COUNTY OF ORANGE) SS
CITY OF LA PALMA)

I, KIMBERLY KENNEY, City Clerk of the City of La Palma, California, DO HEREBY CERTIFY that the foregoing resolution was adopted by the City Council of said City at a regular meeting of said City Council held on the 12th day of December, 2023, and that it was so adopted by called vote as follows:

AYES: Baker, Conklin, Goodman, Patel, and Waldman

NOES: None



Kimberly Kenney, CMC
City Clerk

La Palma General Employees Association
Classification and Salary Tables
July 1, 2023 to June 30, 2024

Effective January 1, 2024

Biweekly, Monthly, and Annual Rates are based on a 40-Hour Work Week (2,080 hours per year)

| | Step A | Step B | Step C | Step D | Step E | Step F | Step G |
|--|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Account Clerk | | | | | | | |
| Annual | 45,080.29 | 47,334.31 | 49,701.02 | 52,186.07 | 54,795.37 | 57,535.14 | 60,411.90 |
| Monthly | 3,756.69 | 3,944.53 | 4,141.75 | 4,348.84 | 4,566.28 | 4,794.60 | 5,034.33 |
| Biweekly | 1,733.86 | 1,820.55 | 1,911.58 | 2,007.16 | 2,107.51 | 2,212.89 | 2,323.53 |
| Hourly | 21.6732 | 22.7569 | 23.8947 | 25.0895 | 26.3439 | 27.6611 | 29.0442 |
| Accounting Technician | | | | | | | |
| Annual | 56,326.85 | 59,143.19 | 62,100.35 | 65,205.37 | 68,465.64 | 71,888.92 | 75,483.36 |
| Monthly | 4,693.90 | 4,928.60 | 5,175.03 | 5,433.78 | 5,705.47 | 5,990.74 | 6,290.28 |
| Biweekly | 2,166.42 | 2,274.74 | 2,388.48 | 2,507.90 | 2,633.29 | 2,764.96 | 2,903.21 |
| Hourly | 27.0802 | 28.4342 | 29.8559 | 31.3487 | 32.9162 | 34.5620 | 36.2901 |
| Administrative Assistant | | | | | | | |
| Annual | 48,026.42 | 50,427.74 | 52,949.13 | 55,596.59 | 58,376.42 | 61,295.24 | 64,360.00 |
| Monthly | 4,002.20 | 4,202.31 | 4,412.43 | 4,633.05 | 4,864.70 | 5,107.94 | 5,363.33 |
| Biweekly | 1,847.17 | 1,939.53 | 2,036.51 | 2,138.33 | 2,245.25 | 2,357.51 | 2,475.38 |
| Hourly | 23.0896 | 24.2441 | 25.4563 | 26.7291 | 28.0656 | 29.4689 | 30.9423 |
| Administrative Secretary | | | | | | | |
| Annual | 51,458.51 | 54,031.44 | 56,733.01 | 59,569.66 | 62,548.14 | 65,675.55 | 68,959.33 |
| Monthly | 4,288.21 | 4,502.62 | 4,727.75 | 4,964.14 | 5,212.35 | 5,472.96 | 5,746.61 |
| Biweekly | 1,979.17 | 2,078.13 | 2,182.04 | 2,291.14 | 2,405.70 | 2,525.98 | 2,652.28 |
| Hourly | 24.7397 | 25.9767 | 27.2755 | 28.6393 | 30.0712 | 31.5748 | 33.1535 |
| Code Enforcement/Business License Officer | | | | | | | |
| Annual | 58,838.30 | 61,780.22 | 64,869.23 | 68,112.69 | 71,518.33 | 75,094.24 | 78,848.95 |
| Monthly | 4,903.19 | 5,148.35 | 5,405.77 | 5,676.06 | 5,959.86 | 6,257.85 | 6,570.75 |
| Biweekly | 2,263.01 | 2,376.16 | 2,494.97 | 2,619.72 | 2,750.70 | 2,888.24 | 3,032.65 |
| Hourly | 28.2876 | 29.7020 | 31.1871 | 32.7465 | 34.3838 | 36.1030 | 37.9082 |
| Engineering Project Administrator | | | | | | | |
| Annual | 62,152.64 | 65,260.27 | 68,523.28 | 71,949.44 | 75,546.92 | 79,324.26 | 83,290.48 |
| Monthly | 5,179.39 | 5,438.36 | 5,710.27 | 5,995.79 | 6,295.58 | 6,610.36 | 6,940.87 |
| Biweekly | 2,390.49 | 2,510.01 | 2,635.51 | 2,767.29 | 2,905.65 | 3,050.93 | 3,203.48 |
| Hourly | 29.8811 | 31.3751 | 32.9439 | 34.5911 | 36.3206 | 38.1367 | 40.0435 |
| Lead Maintenance Worker | | | | | | | |
| Annual | 56,772.07 | 59,610.67 | 62,591.20 | 65,720.76 | 69,006.80 | 72,457.14 | 76,080.00 |
| Monthly | 4,731.01 | 4,967.56 | 5,215.93 | 5,476.73 | 5,750.57 | 6,038.10 | 6,340.00 |
| Biweekly | 2,183.54 | 2,292.72 | 2,407.35 | 2,527.72 | 2,654.11 | 2,786.81 | 2,926.15 |
| Hourly | 27.2943 | 28.6590 | 30.0919 | 31.5965 | 33.1763 | 34.8352 | 36.5769 |

La Palma General Employees Association
Classification and Salary Tables
July 1, 2023 to June 30, 2024

Effective January 1, 2024

Biweekly, Monthly, and Annual Rates are based on a 40-Hour Work Week (2,080 hours per year)

| | Step A | Step B | Step C | Step D | Step E | Step F | Step G |
|--------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Lead Utility Operator | | | | | | | |
| Annual | 60,407.91 | 63,428.31 | 66,599.72 | 69,929.71 | 73,426.20 | 77,097.51 | 80,952.38 |
| Monthly | 5,033.99 | 5,285.69 | 5,549.98 | 5,827.48 | 6,118.85 | 6,424.79 | 6,746.03 |
| Biweekly | 2,323.38 | 2,439.55 | 2,561.53 | 2,689.60 | 2,824.08 | 2,965.29 | 3,113.55 |
| Hourly | 29.0423 | 30.4944 | 32.0191 | 33.6201 | 35.3011 | 37.0661 | 38.9194 |
| Maintenance Worker | | | | | | | |
| Annual | 46,822.43 | 49,163.55 | 51,621.72 | 54,202.81 | 56,912.95 | 59,758.60 | 62,746.53 |
| Monthly | 3,901.87 | 4,096.96 | 4,301.81 | 4,516.90 | 4,742.75 | 4,979.88 | 5,228.88 |
| Biweekly | 1,800.86 | 1,890.91 | 1,985.45 | 2,084.72 | 2,188.96 | 2,298.41 | 2,413.33 |
| Hourly | 22.5108 | 23.6363 | 24.8181 | 26.0590 | 27.3620 | 28.7301 | 30.1666 |
| Management Assistant | | | | | | | |
| Annual | 52,947.74 | 55,595.13 | 58,374.89 | 61,293.63 | 64,358.31 | 67,576.23 | 70,955.04 |
| Monthly | 4,412.31 | 4,632.93 | 4,864.57 | 5,107.80 | 5,363.19 | 5,631.35 | 5,912.92 |
| Biweekly | 2,036.45 | 2,138.27 | 2,245.19 | 2,357.45 | 2,475.32 | 2,599.09 | 2,729.04 |
| Hourly | 25.4556 | 26.7284 | 28.0648 | 29.4681 | 30.9415 | 32.4886 | 34.1130 |
| Recreation Coordinator | | | | | | | |
| Annual | 50,106.84 | 52,612.18 | 55,242.79 | 58,004.93 | 60,905.18 | 63,950.44 | 67,147.96 |
| Monthly | 4,175.57 | 4,384.35 | 4,603.57 | 4,833.74 | 5,075.43 | 5,329.20 | 5,595.66 |
| Biweekly | 1,927.19 | 2,023.55 | 2,124.72 | 2,230.96 | 2,342.51 | 2,459.63 | 2,582.61 |
| Hourly | 24.0898 | 25.2943 | 26.5590 | 27.8870 | 29.2813 | 30.7454 | 32.2827 |
| Water Service Worker I | | | | | | | |
| Annual | 48,058.37 | 50,461.29 | 52,984.35 | 55,633.57 | 58,415.25 | 61,336.01 | 64,402.81 |
| Monthly | 4,004.86 | 4,205.11 | 4,415.36 | 4,636.13 | 4,867.94 | 5,111.33 | 5,366.90 |
| Biweekly | 1,848.40 | 1,940.82 | 2,037.86 | 2,139.75 | 2,246.74 | 2,359.08 | 2,477.03 |
| Hourly | 23.1050 | 24.2602 | 25.4732 | 26.7469 | 28.0843 | 29.4885 | 30.9629 |
| Water Service Worker II | | | | | | | |
| Annual | 52,101.04 | 54,706.10 | 57,441.40 | 60,313.47 | 63,329.14 | 66,495.60 | 69,820.38 |
| Monthly | 4,341.75 | 4,558.84 | 4,786.78 | 5,026.12 | 5,277.43 | 5,541.30 | 5,818.37 |
| Biweekly | 2,003.89 | 2,104.08 | 2,209.28 | 2,319.75 | 2,435.74 | 2,557.52 | 2,685.40 |
| Hourly | 25.0486 | 26.3010 | 27.6161 | 28.9969 | 30.4467 | 31.9690 | 33.5675 |

La Palma General Employees Association
Classification and Salary Tables
July 1, 2024 to June 30, 2025

Biweekly, Monthly, and Annual Rates are based on a 40-Hour Work Week (2,080 hours per year)

| | Step A | Step B | Step C | Step D | Step E | Step F | Step G |
|--|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Account Clerk | | | | | | | |
| Annual | 47,334.31 | 49,701.02 | 52,186.07 | 54,795.37 | 57,535.14 | 60,411.90 | 63,432.50 |
| Monthly | 3,944.53 | 4,141.75 | 4,348.84 | 4,566.28 | 4,794.60 | 5,034.33 | 5,286.04 |
| Biweekly | 1,820.55 | 1,911.58 | 2,007.16 | 2,107.51 | 2,212.89 | 2,323.53 | 2,439.71 |
| Hourly | 22.7569 | 23.8947 | 25.0895 | 26.3439 | 27.6611 | 29.0442 | 30.4964 |
| Accounting Technician | | | | | | | |
| Annual | 59,143.19 | 62,100.35 | 65,205.37 | 68,465.64 | 71,888.92 | 75,483.36 | 79,257.53 |
| Monthly | 4,928.60 | 5,175.03 | 5,433.78 | 5,705.47 | 5,990.74 | 6,290.28 | 6,604.79 |
| Biweekly | 2,274.74 | 2,388.48 | 2,507.90 | 2,633.29 | 2,764.96 | 2,903.21 | 3,048.37 |
| Hourly | 28.4342 | 29.8559 | 31.3487 | 32.9162 | 34.5620 | 36.2901 | 38.1046 |
| Administrative Assistant | | | | | | | |
| Annual | 50,427.74 | 52,949.13 | 55,596.59 | 58,376.42 | 61,295.24 | 64,360.00 | 67,578.00 |
| Monthly | 4,202.31 | 4,412.43 | 4,633.05 | 4,864.70 | 5,107.94 | 5,363.33 | 5,631.50 |
| Biweekly | 1,939.53 | 2,036.51 | 2,138.33 | 2,245.25 | 2,357.51 | 2,475.38 | 2,599.15 |
| Hourly | 24.2441 | 25.4563 | 26.7291 | 28.0656 | 29.4689 | 30.9423 | 32.4894 |
| Administrative Secretary | | | | | | | |
| Annual | 54,031.44 | 56,733.01 | 59,569.66 | 62,548.14 | 65,675.55 | 68,959.33 | 72,407.29 |
| Monthly | 4,502.62 | 4,727.75 | 4,964.14 | 5,212.35 | 5,472.96 | 5,746.61 | 6,033.94 |
| Biweekly | 2,078.13 | 2,182.04 | 2,291.14 | 2,405.70 | 2,525.98 | 2,652.28 | 2,784.90 |
| Hourly | 25.9767 | 27.2755 | 28.6393 | 30.0712 | 31.5748 | 33.1535 | 34.8112 |
| Code Enforcement/Business License Officer | | | | | | | |
| Annual | 61,780.22 | 64,869.23 | 68,112.69 | 71,518.33 | 75,094.24 | 78,848.95 | 82,791.40 |
| Monthly | 5,148.35 | 5,405.77 | 5,676.06 | 5,959.86 | 6,257.85 | 6,570.75 | 6,899.28 |
| Biweekly | 2,376.16 | 2,494.97 | 2,619.72 | 2,750.70 | 2,888.24 | 3,032.65 | 3,184.28 |
| Hourly | 29.7020 | 31.1871 | 32.7465 | 34.3838 | 36.1030 | 37.9082 | 39.8036 |
| Engineering Project Administrator | | | | | | | |
| Annual | 65,260.27 | 68,523.28 | 71,949.44 | 75,546.92 | 79,324.26 | 83,290.48 | 87,455.00 |
| Monthly | 5,438.36 | 5,710.27 | 5,995.79 | 6,295.58 | 6,610.36 | 6,940.87 | 7,287.92 |
| Biweekly | 2,510.01 | 2,635.51 | 2,767.29 | 2,905.65 | 3,050.93 | 3,203.48 | 3,363.65 |
| Hourly | 31.3751 | 32.9439 | 34.5911 | 36.3206 | 38.1367 | 40.0435 | 42.0457 |
| Lead Maintenance Worker | | | | | | | |
| Annual | 59,610.67 | 62,591.20 | 65,720.76 | 69,006.80 | 72,457.14 | 76,080.00 | 79,884.00 |
| Monthly | 4,967.56 | 5,215.93 | 5,476.73 | 5,750.57 | 6,038.10 | 6,340.00 | 6,657.00 |
| Biweekly | 2,292.72 | 2,407.35 | 2,527.72 | 2,654.11 | 2,786.81 | 2,926.15 | 3,072.46 |
| Hourly | 28.6590 | 30.0919 | 31.5965 | 33.1763 | 34.8352 | 36.5769 | 38.4058 |

La Palma General Employees Association
Classification and Salary Tables
July 1, 2024 to June 30, 2025

Biweekly, Monthly, and Annual Rates are based on a 40-Hour Work Week (2,080 hours per year)

| | Step A | Step B | Step C | Step D | Step E | Step F | Step G |
|--------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Lead Utility Operator | | | | | | | |
| Annual | 63,428.31 | 66,599.72 | 69,929.71 | 73,426.20 | 77,097.51 | 80,952.38 | 85,000.00 |
| Monthly | 5,285.69 | 5,549.98 | 5,827.48 | 6,118.85 | 6,424.79 | 6,746.03 | 7,083.33 |
| Biweekly | 2,439.55 | 2,561.53 | 2,689.60 | 2,824.08 | 2,965.29 | 3,113.55 | 3,269.23 |
| Hourly | 30.4944 | 32.0191 | 33.6201 | 35.3011 | 37.0661 | 38.9194 | 40.8654 |
| Maintenance Worker | | | | | | | |
| Annual | 49,163.55 | 51,621.72 | 54,202.81 | 56,912.95 | 59,758.60 | 62,746.53 | 65,883.85 |
| Monthly | 4,096.96 | 4,301.81 | 4,516.90 | 4,742.75 | 4,979.88 | 5,228.88 | 5,490.32 |
| Biweekly | 1,890.91 | 1,985.45 | 2,084.72 | 2,188.96 | 2,298.41 | 2,413.33 | 2,533.99 |
| Hourly | 23.6363 | 24.8181 | 26.0590 | 27.3620 | 28.7301 | 30.1666 | 31.6749 |
| Management Assistant | | | | | | | |
| Annual | 55,595.13 | 58,374.89 | 61,293.63 | 64,358.31 | 67,576.23 | 70,955.04 | 74,502.79 |
| Monthly | 4,632.93 | 4,864.57 | 5,107.80 | 5,363.19 | 5,631.35 | 5,912.92 | 6,208.57 |
| Biweekly | 2,138.27 | 2,245.19 | 2,357.45 | 2,475.32 | 2,599.09 | 2,729.04 | 2,865.49 |
| Hourly | 26.7284 | 28.0648 | 29.4681 | 30.9415 | 32.4886 | 34.1130 | 35.8187 |
| Recreation Coordinator | | | | | | | |
| Annual | 52,612.18 | 55,242.79 | 58,004.93 | 60,905.18 | 63,950.44 | 67,147.96 | 70,505.36 |
| Monthly | 4,384.35 | 4,603.57 | 4,833.74 | 5,075.43 | 5,329.20 | 5,595.66 | 5,875.45 |
| Biweekly | 2,023.55 | 2,124.72 | 2,230.96 | 2,342.51 | 2,459.63 | 2,582.61 | 2,711.74 |
| Hourly | 25.2943 | 26.5590 | 27.8870 | 29.2813 | 30.7454 | 32.2827 | 33.8968 |
| Water Service Worker I | | | | | | | |
| Annual | 50,461.29 | 52,984.35 | 55,633.57 | 58,415.25 | 61,336.01 | 64,402.81 | 67,622.95 |
| Monthly | 4,205.11 | 4,415.36 | 4,636.13 | 4,867.94 | 5,111.33 | 5,366.90 | 5,635.25 |
| Biweekly | 1,940.82 | 2,037.86 | 2,139.75 | 2,246.74 | 2,359.08 | 2,477.03 | 2,600.88 |
| Hourly | 24.2602 | 25.4732 | 26.7469 | 28.0843 | 29.4885 | 30.9629 | 32.5110 |
| Water Service Worker II | | | | | | | |
| Annual | 54,706.10 | 57,441.40 | 60,313.47 | 63,329.14 | 66,495.60 | 69,820.38 | 73,311.40 |
| Monthly | 4,558.84 | 4,786.78 | 5,026.12 | 5,277.43 | 5,541.30 | 5,818.37 | 6,109.28 |
| Biweekly | 2,104.08 | 2,209.28 | 2,319.75 | 2,435.74 | 2,557.52 | 2,685.40 | 2,819.67 |
| Hourly | 26.3010 | 27.6161 | 28.9969 | 30.4467 | 31.9690 | 33.5675 | 35.2459 |