

RESOLUTION NO. 2021-19

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
LA PALMA ADOPTING A MEMORANDUM OF
UNDERSTANDING EXTENSION WITH THE LA PALMA
GENERAL EMPLOYEES ASSOCIATION AND ONE-TIME
LUMP SUM PAYMENTS FOR ALL ASSOCIATION
MEMBERS**

WHEREAS, the Memorandum of Understanding (MOU) between the City of La Palma and the La Palma General Employees Association (LPGEA) had terms expiring on June 30, 2021; and

WHEREAS, City representatives met with LPGEA and came to an agreement to extend the MOU through June 30, 2022, in exchange for a one-time lump-sum good faith payment for each LPGEA member as listed on Attachment 1 to this resolution incorporated herein by reference.

NOW THEREFORE, BE IT RESOLVED that the City Council of the City of La Palma hereby approves the Agreement to Extend the Existing Memorandum of Understanding through June 30, 2022, with the La Palma General Employees Association and approve a one-time lump sum good faith payment for each LPGEA member as listed on the attachment.

APPROVED AND ADOPTED by the City Council of the City of La Palma at a regular meeting held on the 1st day of June 2021.

DocuSigned by:
Nitesh Patel
C578FF07945A4CB...

Nitesh P. Patel
Mayor

ATTEST:

DocuSigned by:
Ryan Hallett Hinton
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Ryan Hallett Hinton
Deputy City Clerk

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

I, RYAN HALLETT HINTON, Deputy 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 1st day of June 2021, and that it was so adopted by called vote as follows:

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

NOES: None

DocuSigned by:
Ryan Hallett Hinton
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Ryan Hallett Hinton
Deputy City Clerk

ATTACHMENT 1

AGREEMENT TO EXTEND EXISTING MEMORANDUM OF UNDERSTANDING

The City of La Palma (City) and the La Palma General Employees Association (LPGEA) hereby agree as follows:

1. The terms and conditions of the existing Memorandum of Understanding (MOU) between the City and LPGEA, originally set to expire on June 30, 2021, shall be extended for one year through June 30, 2022.
2. Salary schedules have been updated to reflect changes in the fiscal year term with no compensation changes as shown on Exhibit "A."
3. Effective with the payroll period immediately following approval of the City Council, all LPGEA members on the payroll at that time shall receive a one-time, lump sum payment in the amount of \$3,000.00. The one-time, lump-sum payments will be subject to all applicable federal and state tax withholdings. The parties agree that the one-time, lump sum payment will not be considered compensation reportable to CalPERS or included in the calculation of regular rate for overtime, benefits, or for any other purpose.
4. Subsequent to the adoption of this extension and during the term of the MOU, the parties agree to continue the discussion on methods to reduce employer pension costs in the future. These discussions shall not be considered "meet and confer."


LA PALMA GENERAL
EMPLOYEES ASSOCIATION

DocuSigned by:

AC7E9E06BE3E4E8...
Jesus Fernandez, LPGEA President

Date: June 2, 2021

CITY OF LA PALMA

DocuSigned by:

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Conal McNamara, City Manager

Date: June 2, 2021

**La Palma General Employees Association
Classification and Salary Tables
July 1, 2021 to June 30, 2022**

Pursuant to Agreement to Extend Existing MOU (June 2, 2021)

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	39,218.20	41,179.11	43,238.07	45,399.97	47,669.97	50,053.47	52,556.14
Monthly	3,268.18	3,431.59	3,603.17	3,783.33	3,972.50	4,171.12	4,379.68
Biweekly	1,508.39	1,583.81	1,663.00	1,746.15	1,833.46	1,925.13	2,021.39
Hourly	19.8473	20.8396	21.8816	22.9757	24.1245	25.3307	26.5972
Accounting Technician							
Annual	49,002.30	51,452.41	54,025.03	56,726.28	59,562.60	62,540.73	65,667.76
Monthly	4,083.52	4,287.70	4,502.09	4,727.19	4,963.55	5,211.73	5,472.31
Biweekly	1,884.70	1,978.94	2,077.89	2,181.78	2,290.87	2,405.41	2,525.68
Hourly	24.7987	26.0387	27.3406	28.7076	30.1430	31.6502	33.2327
Administrative Secretary							
Annual	44,767.02	47,005.37	49,355.64	51,823.42	54,414.59	57,135.32	59,992.09
Monthly	3,730.58	3,917.11	4,112.97	4,318.62	4,534.55	4,761.28	4,999.34
Biweekly	1,721.81	1,807.90	1,898.29	1,993.21	2,092.87	2,197.51	2,307.39
Hourly	22.6554	23.7881	24.9775	26.2264	27.5377	28.9146	30.3604
Code Enforcement/Business License Officer							
Annual	51,187.17	53,746.53	56,433.85	59,255.55	62,218.32	65,329.24	68,595.70
Monthly	4,265.60	4,478.88	4,702.82	4,937.96	5,184.86	5,444.10	5,716.31
Biweekly	1,968.74	2,067.17	2,170.53	2,279.06	2,393.01	2,512.66	2,638.30
Hourly	25.9044	27.1997	28.5596	29.9876	31.4870	33.0614	34.7144
Engineering Technician							
Annual	49,742.88	52,230.02	54,841.52	57,583.60	60,462.78	63,485.92	66,660.21
Monthly	4,145.24	4,352.50	4,570.13	4,798.63	5,038.56	5,290.49	5,555.02
Biweekly	1,913.19	2,008.85	2,109.29	2,214.75	2,325.49	2,441.77	2,563.85
Hourly	25.1735	26.4322	27.7538	29.1415	30.5986	32.1285	33.7349
Human Resources Specialist							
Annual	50,229.13	52,740.59	55,377.61	58,146.50	61,053.82	64,106.51	67,311.84
Monthly	4,185.76	4,395.05	4,614.80	4,845.54	5,087.82	5,342.21	5,609.32
Biweekly	1,931.89	2,028.48	2,129.91	2,236.40	2,348.22	2,465.64	2,588.92
Hourly	25.4196	26.6906	28.0251	29.4264	30.8977	32.4426	34.0647

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Lead Maintenance Worker							
Annual	41,957.12	44,054.98	46,257.72	48,570.61	50,999.14	53,549.10	56,226.55
Monthly	3,496.43	3,671.25	3,854.81	4,047.55	4,249.93	4,462.42	4,685.55
Biweekly	1,613.74	1,694.42	1,779.14	1,868.10	1,961.51	2,059.58	2,162.56
Hourly	21.2334	22.2950	23.4098	24.5803	25.8093	27.0997	28.4547
Maintenance Worker							
Annual	37,863.76	39,756.95	41,744.80	43,832.04	46,023.64	48,324.82	50,741.06
Monthly	3,155.31	3,313.08	3,478.73	3,652.67	3,835.30	4,027.07	4,228.42
Biweekly	1,456.30	1,529.11	1,605.57	1,685.85	1,770.14	1,858.65	1,951.58
Hourly	19.1618	20.1199	21.1259	22.1822	23.2913	24.4559	25.6787
Recreation Coordinator							
Annual	43,591.12	45,770.67	48,059.21	50,462.17	52,985.28	55,634.54	58,416.27
Monthly	3,632.59	3,814.22	4,004.93	4,205.18	4,415.44	4,636.21	4,868.02
Biweekly	1,676.58	1,760.41	1,848.43	1,940.85	2,037.90	2,139.79	2,246.78
Hourly	22.0603	23.1633	24.3215	25.5375	26.8144	28.1551	29.5629
Senior Office Assistant							
Annual	37,453.41	39,326.08	41,292.39	43,357.01	45,524.86	47,801.10	50,191.16
Monthly	3,121.12	3,277.17	3,441.03	3,613.08	3,793.74	3,983.43	4,182.60
Biweekly	1,440.52	1,512.54	1,588.17	1,667.58	1,750.96	1,838.50	1,930.43
Hourly	18.9542	19.9019	20.8970	21.9418	23.0389	24.1908	25.4004
Water Service Worker I							
Annual	41,809.02	43,899.47	46,094.45	48,399.17	50,819.13	53,360.08	56,028.09
Monthly	3,484.09	3,658.29	3,841.20	4,033.26	4,234.93	4,446.67	4,669.01
Biweekly	1,608.04	1,688.44	1,772.86	1,861.51	1,954.58	2,052.31	2,154.93
Hourly	21.1584	22.2163	23.3271	24.4935	25.7182	27.0041	28.3543
Water Service Worker II							
Annual	45,326.00	47,592.30	49,971.91	52,470.51	55,094.04	57,848.74	60,741.17
Monthly	3,777.17	3,966.02	4,164.33	4,372.54	4,591.17	4,820.73	5,061.76
Biweekly	1,743.31	1,830.47	1,922.00	2,018.10	2,119.00	2,224.95	2,336.20
Hourly	22.9383	24.0852	25.2894	26.5539	27.8816	29.2757	30.7395