

**RESOLUTION NO. 2021-20**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF  
LA PALMA ADOPTING A MEMORANDUM OF  
UNDERSTANDING EXTENSION WITH THE LA PALMA  
PROFESSIONAL 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 Professional Employees Association (LPPEA) had terms expiring on June 30, 2021; and

**WHEREAS**, City representatives met with LPPEA 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 LPPEA 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 Professional Employees Association and approve a one-time lump sum good faith payment for each LPPEA 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*

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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 HALLET 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 Professional Employees Association (LPPEA) hereby agree as follows:


1. The terms and conditions of the existing Memorandum of Understanding (MOU) between the City and LPPEA, 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 PROFESSIONAL  
EMPLOYEES ASSOCIATION

DocuSigned by:  
  
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Carlo Nafarrete, LPPEA 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 Professional Employees Association  
Classification and Salary Table  
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
<b>Accounting Supervisor</b>							
Annual	68,828.22	72,197.29	75,734.82	79,449.23	83,349.36	87,444.49	91,744.38
Monthly	5,735.68	6,016.44	6,311.24	6,620.77	6,945.78	7,287.04	7,645.37
Biweekly	2,647.24	2,776.82	2,912.88	3,055.74	3,205.74	3,363.25	3,528.63
Hourly	34.8321	36.5371	38.3273	40.2071	42.1808	44.2533	46.4293
<b>City Clerk/Executive Assistant</b>							
Annual	62,392.85	65,440.16	68,639.83	71,999.49	75,527.13	79,231.16	83,120.38
Monthly	5,199.40	5,453.35	5,719.99	5,999.96	6,293.93	6,602.60	6,926.70
Biweekly	2,399.73	2,516.93	2,639.99	2,769.21	2,904.89	3,047.35	3,196.94
Hourly	31.5753	33.1175	34.7368	36.4370	38.2222	40.0967	42.0650
<b>Management Analyst</b>							
Annual	62,392.85	65,440.16	68,639.83	71,999.49	75,527.13	79,231.16	83,120.38
Monthly	5,199.40	5,453.35	5,719.99	5,999.96	6,293.93	6,602.60	6,926.70
Biweekly	2,399.73	2,516.93	2,639.99	2,769.21	2,904.89	3,047.35	3,196.94
Hourly	31.5753	33.1175	34.7368	36.4370	38.2222	40.0967	42.0650
<b>Water/Maintenance Supervisor</b>							
Annual	68,118.26	71,451.84	74,952.10	78,627.37	82,486.40	86,538.39	90,792.98
Monthly	5,676.52	5,954.32	6,246.01	6,552.28	6,873.87	7,211.53	7,566.08
Biweekly	2,619.93	2,748.15	2,882.77	3,024.13	3,172.55	3,328.40	3,492.04
Hourly	34.4728	36.1598	37.9312	39.7912	41.7441	43.7947	45.9479

**\*In June 2016, Hourly Salaries were increased by \$0.67 per hour in exchange for the LPPEA giving up overtime. The increase is equal to the total eligible overtime per year less the City's CalPERS and Medicare roll up costs. As a result, each step in the range is approximately five percent greater than the previous step**