

RESOLUTION NO. 6010

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LA HABRA, CALIFORNIA, REPEALING AND REPLACING RESOLUTION NO. 5860 PERTAINING TO A COMPENSATION PLAN FOR THE LA HABRA POLICE ASSOCIATION/SWORN PERSONNEL

WHEREAS, the City Council of the City of La Habra, California adopted a compensation plan in Resolution No. 5860 on August 6, 2018; and

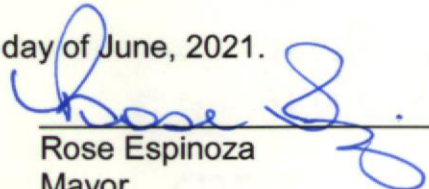
WHEREAS, the City Council desires to repeal and replace said Resolution.

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 Sworn Group. Attached is Exhibit "A" indicating the salaries for classifications of this employee group.

PASSED, APPROVED AND ADOPTED this 21st day of June, 2021.



Rose Espinoza
Mayor

ATTEST:



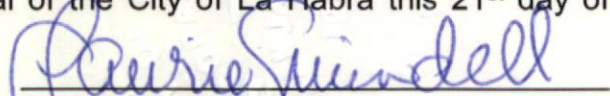
Laurie Swindell, CMC
City Clerk

STATE OF CALIFORNIA }
COUNTY OF ORANGE } SS.
CITY OF LA HABRA }

I, Laurie Swindell, CMC, 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. 6010 introduced and adopted at a Regular Meeting of the City Council of the City of La Habra held on the 21st day of June, 2021, by the following roll call vote:

AYES:	COUNCILMEMBERS:	Espinoza, Medrano, Gomez, Shaw, Simonian
NOES:	COUNCILMEMBERS:	NONE
ABSTAIN:	COUNCILMEMBERS:	NONE
ABSENT:	COUNCILMEMBERS:	NONE

Witness my hand and the official seal of the City of La Habra this 21st day of June, 2021.



Laurie Swindell, CMC
City Clerk

Police -Sworn

One-time Pay Adjustment:

Prior to June 30, 2021, the City will provide a one-time lump sum pay adjustment of four percent (4%) to all active full-time employees. The calculation of the one-time pay adjustment will be as follows: base hourly rate x 2,080 hours x .04 based on the salary in effect on June 18, 2021. (Employees hired on or after June 18, 2021 will not be eligible for the lump sum payment).

Prior to June 30, 2022, the City will provide a one-time lump sum pay adjustment of four percent (4%) to all active full-time employees. The calculation of the one-time pay adjustment will be as follows: base hourly rate x 2,080 hours x .04 based on the salary in effect on June 17, 2022. (Employees hired on or after June 17, 2022 will not be eligible for the lump sum payment).

Special Assignment Pay:

Effective July 3, 2021, the City will increase the special assignment pay by \$50 per month to a maximum of \$350 per month.

Education Incentive:

Education Incentive, the City will increase the POST pay incentive and separate the POST pay and Education Pay.

POST Pay

	Effective July 3, 2021	Effective the first full pay period in July 2022
Basic POST	\$ -	\$ -
Intermediate POST	\$ 300	\$ 400
Advanced POST	\$ 400	\$ 600
Supervisory POST	\$ 500	\$ 700

Insurance:

Revise City contribution for health insurance structure as requested as follows on a use or lose basis:

Year 1 – Effective December 1, 2021:

<u>Employee</u>	<u>Employee+1</u>	<u>Employee+2 or More</u>
\$1,450	\$1,500	\$1,650

Year 2 – Effective December 1, 2022:

<u>Employee</u>	<u>Employee+1</u>	<u>Employee+2 or More</u>
\$1,450	\$1,600	\$1,750

Wellness:

Effective July 3, 2021, the City agrees to increase the reimbursement by \$100 to a maximum of \$200 per year and will include wellness examinations, fitness equipment, fitness or self-defense classes, fitness application, or annual membership to a gym, dojo, or yoga studio as part of maintaining wellness. All reimbursements will be made on an annual basis only (monthly receipts will not be accepted).

Holiday:

Effective July 3, 2021, the City will provide one additional holiday as Martin Luther King Jr. Day (the third Monday in January) to the holiday schedule for a total of 11 holidays and further provide that all designated holidays will accrue at 10 hours per holiday.

EXHIBIT "A"

HOURLY BASE RATE

EFFECTIVE JANUARY 1, 2022		START	AFTER			MERIT +	ONE YEAR		
POLICE - SWORN		RATE	6 MOS			IN PRIOR	STEP ----		
	RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
POLICE OFFICER	P-40	38.254	40.167	42.175	44.284	46.498	47.907	49.873	51.120
POLICE CORPORAL	P-70	42.441	44.563	46.792	49.131	51.588	53.151	55.332	56.715
POLICE SERGEANT	P-80	49.228	51.689	54.274	56.987	59.837	61.650	64.180	65.784
POLICE LIEUTENANT	P-90	60.808	63.848	67.040	70.392	73.912	76.152	79.277	81.259

EFFECTIVE DECEMBER 31, 2022		START	AFTER			MERIT +	ONE YEAR		
POLICE - SWORN		RATE	6 MOS			IN PRIOR	STEP ----		
	RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H
POLICE OFFICER	P-40	39.402	41.372	43.440	45.612	47.893	49.344	51.369	52.653
POLICE CORPORAL	P-70	43.715	45.900	48.195	50.605	53.135	54.745	56.992	58.417
POLICE SERGEANT	P-80	50.705	53.240	55.902	58.697	61.632	63.499	66.105	67.758
POLICE LIEUTENANT	P-90	62.632	65.763	69.052	72.504	76.129	78.436	81.655	83.697