

RESOLUTION NO. 5154

A RESOLUTION PROVIDING FOR SALARY AND BENEFIT CHANGES TO
CHAPTER 1A2 (MANAGEMENT-CONFIDENTIAL SERIES) OF THE EL
SEGUNDO ADMINISTRATIVE CODE

The City Council of the City of El Segundo does resolve as follows:

SECTION 1: Section 1A2.010 of the Administrative Code, entitled "Basic Salary Schedule," shall be effective the first full pay-period following adoption of this Resolution, and is amended as follows:

- A. Executive Management Series: as per the table below, except Elected City Clerk and Elected City Treasurer whose salaries are affixed by City Council via separate action and resolution, but are included for benefits as outlined in Section 4(A) below.

Position Title	Minimum Salary Range/month	Maximum Salary Range/month
Deputy City Manager	\$11,821.71	\$14,186.05
Chief of Police	\$17,620.73	\$21,737.72
Fire Chief	\$16,760.14	\$20,112.17
Director of Finance	\$13,414.80	\$16,097.76
Director of Human Resources	\$13,116.91	\$15,740.29
Director of Information Systems	\$13,414.80	\$16,097.76
Director of Library Services	\$11,499.30	\$14,186.05
Director of Planning, Building & Safety	\$13,414.80	\$16,097.76
Director of Public Works	\$13,414.80	\$16,097.76
Director of Recreation & Parks	\$12,542.73	\$15,015.28
City Clerk - ELECTED	Set by City Council	Set by City Council
City Treasurer - ELECTED	Set by City Council	Set by City Council

- B. Management – Confidential: as per the tables shown below,

1. Management Series:

Title	Min. Salary Range/month	Max Salary Range/month
Accounting Manager	\$10,070.98	\$12,085.18
Assistant City Engineer	\$10,521.52	\$12,625.83
Battalion Chief	\$1,3041.06	\$15,649.27
Building Safety Manager	\$11,236.58	\$13,483.89
City Engineer (At-Will)	\$11,943.54	\$14,332.25
Community Cable Program Manager	\$10,070.98	\$12,085.18
Deputy City Clerk II	\$ 6,859.26	\$8,231.11
Deputy City Treasurer II	\$ 7,635.47	\$9,162.56
Finance Manager	\$10,292.33	\$12,350.80

General Services Manager	\$10,233.12	\$12,279.74
Human Resources Manager	\$10,070.98	\$12,085.18
Information Systems Manager	\$10,753.00	\$12,903.60
Librarian II	\$ 7,274.57	\$8,729.48
Park Maintenance Superintendent	\$ 9,437.67	\$11,325.20
Planning Manager	\$11,236.58	\$13,483.89
Recreation Superintendent	\$ 9,854.65	\$11,825.58
Revenue Manager	\$10,070.98	\$12,085.18
Senior Librarian	\$7,796.33	\$ 9,355.60

2. Confidential Series:

Title	Min. Salary Range/mo:	Max Salary Range/mo:
Accountant	\$6,614.09	\$7,936.91
Deputy City Clerk I	\$6,104.99	\$7,325.99
Executive Assistant	\$6,582.92	\$7,899.51
Human Resources Analyst	\$7,030.31	\$8,436.37
Human Resources Assistant	\$5,127.76	\$6,153.32
Management Analyst	\$7,176.04	\$8,611.25
Payroll Accountant	\$6,614.09	\$7,936.91
Principal Civil Engineer	\$10,070.98	\$12,085.18
Senior Civil Engineer (At-Will)	\$9,437.67	\$11,325.20
Senior Executive Assistant (At-Will)	\$7,176.04	\$8,611.25
Senior Human Resources	\$7,796.33	\$9,355.60
Senior Management Analyst	\$7,796.33	\$9,355.60

C. City Manager shall be authorized to make individual salary adjustments for all Staff included in part A or B, above, subject to the approved maximum salary range or maximum salary step above.

SECTION 2: Section 1A2.060 of the Administrative Code, entitled, "Evaluation by City Manager – Department Heads is amended as follows:

- A. Employees within the Management-Confidential group (including Executive Management Series; Management Series; and the Confidential Employee Series), hereinafter referred to as "covered employees," shall be evaluated based upon criteria established by the City Manager.

SECTION 3: Section 1A2.070 of the Administrative Code, entitled, "Salary Increases based upon Performance" is amended to include the following:

- A. Covered employees may be evaluated immediately upon adoption of this resolution and may receive an appropriate salary increase at the discretion of the reviewing authority, subject to an employee evaluation.

B. Salary increase shall be based upon performance evaluation, and shall not exceed the maximum salary range identified in 1A2.010 (table outlined in Section 1 above, as may be amended from time to time).

C. All other provisions of Section 1A2.070 shall remain in effect, including annual employee evaluation requirements.

SECTION 4: Section 1A2.105 of the Administrative Code entitled, "Flexible Benefit Plan, is amended as follows:

1. Section 1A2.105 (A) – Flexible Benefit amount is amended as follows:

A. Executive Management Series: effective July 1, 2019, all positions listed in Section 1 (A) above (and as may be amended thereafter), shall be eligible to participate in the City's Flexible Benefit Plan, as per table below:

Health City Contribution per month	Flex Benefit – City Contribution per month	City Contribution Monthly total:
\$782	\$718.00	\$1,500.00

B. Management –Confidential Series: effective July 1, 2019, all positions listed in Section 1 (B) above, and as may be created thereafter, shall be eligible to participate in the City's Flexible Benefit Plan as per the table below:

Health City Contribution per month	Flex Benefit – City Contribution per month	City Contribution Monthly total:
\$585.00	\$915.00	\$1,500.00

2. Section 1A2.105 (B) – City contribution to medical premium shall be amended as follows:

A. Executive Management Series: effective July 1, 2019, all positions listed in Section 1 (A) above, and as may be created thereafter within this Series, shall be eligible to participate in the City's Health Benefit Plan as per the table below:

Health City Contribution per month	Flex Benefit – City Contribution per month	City Contribution Monthly total:
\$782.00	\$718.00	\$1,500.00

- B. Management – Confidential Series: effective July 1, 2019, all positions listed in Section 1 (B) above, and as may be created thereafter within this Series, shall be eligible to participate in the City’s Health Benefit Plan as per the table below:

Health City Contribution per month	Flex Benefit – City Contribution per month	City Contribution Monthly total:
\$585.00	\$915.00	\$1,500.00

C. Employees covered by Section 4(A) and 4(B) shall not be entitled to cash out any excess monies that are not allocated to purchasing any of the specified benefits within the City’s portfolio. The employee shall be responsible for any and all out-of-pocket costs in excess of the City’s monthly contribution.

SECTION 5: Section 1A2.153 of the Administrative Code entitled, “PERS member contribution is amended as follows:

- A. Effective July 1, 2019, the CalPERS Classic Members in the Miscellaneous Classifications in Executive, and Management-Confidential Series shall pay a total employee contribution of 8%; 7% shall be the member contribution, and 1% shall be employee-paid cost-sharing of the City’s contribution under Gov. Code section 20516(a). CalPERS New Members in the Miscellaneous Classifications in Executive, and Management-Confidential Series shall pay 50% of normal cost. The salary for the Miscellaneous Classifications shall increase by 1%, and such increase is included and reflected within the salary table in Section 1.
- B. Effective July 1, 2019, CalPERS Classic Members in the Safety Classifications in Executive, and Management-Confidential Series shall pay a total employee contribution of 12%; 9% shall be the member contribution, and 3% shall be the employee-paid cost-sharing of the City’s contribution under Gov. Code section 20516(a). CalPERS New Members in the Safety Classifications in Executive, and Management-Confidential Series shall pay 50% of normal cost. The salary for Safety Classifications in Executive, and Management-Confidential Series shall increase by 3%, and such increase is included and reflected within the salary table in Section 1.

SECTION 6: The City shall eliminate the Computer Loan Program for all employees within the Executive, Management-Confidential series, effective upon adoption of this resolution.

SECTION 7: This resolution shall empower City staff to take all effective actions to put in place and to implement all changes consistent with the actions mentioned herein, including those necessary and proper to implementation of City Council action herein

SECTION 8: The City Clerk will certify to the passage and adoption of this resolution; enter the same in the book of original resolutions of said City, and will make a minute of the passage and adoption thereof in the records of the proceedings of the City Council of said City, in the minutes of the meeting at which the same is passed and adopted

SECTION 9: This resolution will remain in effect until superseded by subsequent resolution.

SECTION 10: This resolution will become effective immediately upon adoption, and where specifically indicated within this resolution.

PASSED AND ADOPTED RESOLUTION NO. 5154 this 4th day of June, 2019



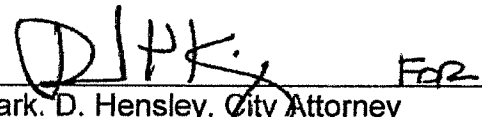
Drew Boyles, Mayor

ATTEST:



Tracy Weaver, City Clerk

APPROVED AS TO FORM:



Mark. D. Hensley, City Attorney

CERTIFICATION

STATE OF CALIFORNIA)
COUNTY OF LOS ANGELES) SS
CITY OF EL SEGUNDO)

I, Tracy Weaver, City Clerk of the City of El Segundo, California, do hereby certify that the whole number of members of the City Council of said City is five; that the foregoing Resolution No. 5154 was duly passed, approved, and adopted by said City Council at a regular meeting held on the 4th day of June, 2019, approved and signed by the Mayor, and attested to by the City Clerk, by the following vote:

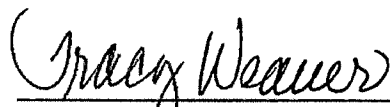
AYES: Mayor Boyles, Mayor Pro Tem Pirsztuk, Council Member Brann, Council Member Pimentel, and Council Member Nicol

NOES: None

ABSENT: None

ABSTAIN: None

WITNESS MY HAND THE OFFICIAL SEAL OF SAID CITY this 11th day of June, 2019.



Tracy Weaver, City Clerk
of the City of El Segundo,
California