

RESOLUTION NO. _____

A RESOLUTION AMENDING THE SALARY RESOLUTION ESTABLISHING SALARY AND BENEFITS FOR THE UNREPRESENTED HOURLY, CONFIDENTIAL CLERICAL, NON-REPRESENTED, TECHNICAL AND ADMINISTRATIVE AND UNREPRESENTED POLICE CLASSIFICATIONS

BE IT RESOLVED by the City Council of the City of Pasadena that the Salary Resolution is amended as follows:

SECTION 1. Exhibit 3.25-E-1, 3.30-E-1, 3.35-E-1, 3.35-E-2 and 3.40-E-1 are amended to reflect the following control rates effective October 1, 2008:

| <u>Remove</u> | | <u>Insert</u> | |
|---------------|------------------|---------------|----------------|
| <u>Pages</u> | <u>Dated</u> | <u>Pages</u> | <u>Dated</u> |
| 3.25-E-1 | August 14, 2006 | 3.25-E-1 | March 30, 2009 |
| 3.30-E-1 | August 14, 2006 | 3.30-E-1 | March 30, 2009 |
| 3.35-E-1 | November 7, 2007 | 3.35-E-1 | March 30, 2009 |
| 3.35-E-2 | November 7, 2007 | 3.35-E-2 | March 30, 2009 |
| 3.40-E-1 | August 14, 2006 | 3.40-E-1 | March 30, 2009 |

SECTION 2. Exhibit 3.10-E-1 and Exhibit 3.15-E-1 are amended to reflect the following control rates effective July 7, 2008:

| | |
|------------------------------|-----------|
| Deputy Police Chief | \$181,967 |
| Police Commander | \$162,471 |
| Police Commander (Non-Sworn) | \$162,471 |
| Police Captain | \$149,664 |
| Police Lieutenant | \$138,742 |

SECTION 3. Section 3.25.02 Subsection II. A., Section 3.30.02 Subsection II. A., Section 3.35.02 Subsection II. A., and Section 3.40.02 Subsection II. A. Tuition Reimbursement are amended to read:

“Effective July 1, 2009, regular employees attending an accredited educational institution may apply for tuition reimbursement consistent with the Tuition Reimbursement policy and procedures contained in the Manual of Personnel Rules, Practices and Procedures. Reimbursement shall be limited to tuition expenses for pre-approved coursework not to exceed \$1000 per fiscal year. Successful completion of the coursework with a passing grade is required for reimbursement.”

SECTION 4. Section 3.25.02 Subsection II. C., Section 3.30.02 Subsection II. C., Section 3.35.02 Subsection I. C., and Section 3.40.02 Subsection I. C. Health Insurance are amended to read:

"The City will contribute the monthly PERS required contribution towards the premium for health insurance provided under the Public Employees Retirement System Medical Program (PERS Medical Program) to eligible employees who enroll in the PERS Medical Program.

In addition to the monthly PERS required health insurance contribution, effective October 1, 2008, the City shall contribute to employees who are regularly scheduled to work 30 hours or more per week an additional \$934.18 per month towards an Employee Option Benefit Fund, which may be used by the employees at their option to pay on the balance of their health insurance premium or to allocate to the employee's individual deferred compensation account. Effective January 1, 2009, and thereafter, the City's contribution to EOBFF will be increased by 75% of the average dollar increase in the family rates of the health plans offered by the City."

SECTION 5. Section 3.25.02 Subsection II. A., Section 3.30.02 Subsection II. A., Section 3.35.02 Subsection I. A., and Section 3.40.02 Subsection I. A. Life Insurance are amended to read:

"Effective April 1, 2009, the City will provide life insurance coverage in the amount of \$25,000 for each employee who regularly works 30 or more hours per week."

SECTION 6. Section 3.25.01 Subsection I. C., Section 3.30.01 Subsection I. C., Section 3.35.01 Subsection I. C., and Section 3.40.01 Subsection I. C. Overtime Payment are amended to read:

"Effective April 13, 2009, all authorized actual time worked over forty (40) hours in any work week shall be compensated at the rate of one and one-half times the employee's hourly straight time rate. Hours used for vacation, sick leave, holiday and/or other paid leaves would not count as hours worked for the purpose of eligibility for overtime pay as provided by the Fair Labor Standards Act (FLSA)."

SECTION 7. Section 3.25.01 Subsection III. C., Section 3.30.04 Subsection III. C., Section 3.35.01 Subsection II. C., and Section 3.40.01 Subsection II. C. Sick Leave are amended to read:

"Effective January 1, 2009, of each succeeding calendar year, eighty (80) paid sick leave hours shall be made available to every regular full-time employee for absence due to illness or injury not arising out of or during the course and scope of employment. Part-time employees regularly scheduled to work 20 hours or more per week shall be provided a prorata share of sick leave provided to full-time employees, based on the number of hours worked on a regular basis."

SECTION 8. Section 3.25.03 Subsection IV. A., Section 3.30.03 Subsection IV. 1., Section 3.25.03 Subsection IV. 1., and Section 3.40.03 Subsection IV. 1. Layoff are amended to read:

"Layoff is defined as any involuntary separation wherein the City eliminates a job without prejudice to the incumbent. Layoff shall result only from a change in the status of a position.

These Layoff provisions do not apply to employees in grant funded and/or limited term classifications."

SECTION 9. Exhibit 3.30-E-1, Exhibit 3.35-E-1 and Exhibit 3.35-E-2 are amended to delete the following obsolete classifications:

"Staff Assistant I-IV (C&S), Customer Service Representative III, Parks Service Specialist, and Recreation Facilities Assistant from the salary resolutions."

This amendment shall be effective as of October 13, 2008.

Adopted by the following vote at the meeting of the City Council on March 30, 2009:

AYES:

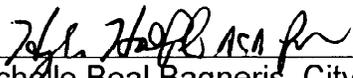
NOES:

ABSTAIN:

ABSENT:

Mark Jomsky, City Clerk

Approved as to Form:



Michelle Beal Bagneris, City Attorney

Exhibit 3.25

TECHNICAL AND ADMINISTRATIVE
SALARY RANGES EFFECTIVE OCTOBER 13, 2008

| Classification | Minimum | Maximum |
|--------------------------------------|----------------|----------------|
| Information Technology Technician II | \$20.5906 | \$27.4497 |
| Inspector Trainee | \$22.3641 | \$27.9453 |
| Irrigation Specialist | \$21.2165 | \$25.7285 |
| Paralegal (Confidential) | \$27.1759 | \$34.2954 |
| Pesticide Applicator | \$21.4643 | \$26.8369 |
| Rangemaster | \$22.0642 | \$26.5891 |
| Senior Police Analyst | \$23.5115 | \$26.9803 |
| Substance Abuse Counselor | \$16.0909 | \$19.6904 |
| Water/Energy Conservation Auditor | \$15.9482 | \$19.9125 |

As adopted March 30, 2009

(TECH&AD)

Exhibit 3.30

CONFIDENTIAL-CLERICAL CLASSIFICATIONS

SALARY RANGES EFFECTIVE OCTOBER 13, 2008

| Classification | Minimum | Maximum |
|-------------------------------------|----------------|----------------|
| Legal Secretary (C) | \$22.2191 | \$28.4860 |
| Legal Word Processing Secretary (C) | \$20.0035 | \$25.9413 |
| Operations Assistant (C) | \$21.3836 | \$27.3591 |
| Secretary (C) | \$18.1643 | \$24.0446 |
| Staff Assistant I (C) | \$16.1262 | \$20.7532 |
| Staff Assistant II (C) | \$17.1315 | \$21.9514 |
| Staff Assistant III (C) | \$18.1643 | \$24.0446 |
| Staff Assistant IV (C) | \$20.0035 | \$25.9413 |
| Technical Assistant (C) | \$18.1592 | \$24.0450 |
| Technical Specialist (C) | \$20.0035 | \$25.9286 |
| Word Processing Secretary (C) | \$18.1456 | \$23.0465 |

As adopted March 30, 2009

(CONF-CLE)

Exhibit 3.35

NON-REPRESENTED CLASSIFICATIONS

SALARY RANGES EFFECTIVE OCTOBER 13, 2008

| <u>Classification</u> | <u>Minimum</u> | <u>Maximum</u> |
|--|-----------------------|-----------------------|
| Automated Controls Technician (HVAC) | \$30.4195 | \$37.9915 |
| Community Health Aide Trainee | \$12.8270 | \$15.6745 |
| Community Relations Assistant Trainee | \$12.8136 | \$15.5938 |
| Community Relations Assistant | \$15.8222 | \$19.0592 |
| Community Services Specialist | \$13.5880 | \$16.2612 |
| Engineering Aide | \$22.3771 | \$28.0626 |
| Engineering Aide Assistant | \$18.4127 | \$22.0250 |
| Equipment Mechanic Apprentice | \$17.3173 | \$25.7023 |
| Graphic Artist | \$20.2568 | \$26.2198 |
| Heating, Ventilation and Air Conditioning Technician | \$28.5413 | \$35.5059 |
| Helicopter Mechanic | \$28.6494 | \$34.2958 |
| Housing Technician | \$22.1086 | \$27.2741 |
| Housing Technician Trainee | \$15.2570 | \$18.6298 |
| Maintenance Inspector | \$22.9247 | \$28.1539 |
| Page | \$10.2235 | \$11.9972 |

As adopted March 30, 2009

(NON-REP)

NON-REPRESENTED CLASSIFICATIONS

SALARY RANGES EFFECTIVE OCTOBER 13, 2008 CONTINUED

| <u>Classification</u> | <u>Minimum</u> | <u>Maximum</u> |
|--|-----------------------|-----------------------|
| Planning Aide | \$20.4069 | \$24.0032 |
| Police Cadet | \$13.4583 | \$16.0775 |
| Recreation Leader III-B | \$11.1755 | \$11.9188 |
| Recreation Services Specialist | \$19.1692 | \$23.3810 |
| Recreation Site Coordinator | \$15.2049 | \$19.0126 |
| Senior Automated Controls Technician | \$32.8804 | \$41.1004 |
| Senior Engineering Aide | \$25.4807 | \$32.4049 |
| Senior Heating, Ventilation and Air Conditioning Technician | \$30.4861 | \$38.1376 |

As adopted March 30, 2009

(NON-REP)

Exhibit 3.40

HOURLY CLASSIFICATIONS

SALARY RANGES EFFECTIVE OCTOBER 13, 2008

| <u>Classification</u> | <u>Per Hour Rate</u> | | |
|-----------------------------|----------------------|---|-----------|
| Aquatics Supervisor | \$22.6377 | - | \$27.1888 |
| City Service Worker | \$8.8400 | - | \$82.3485 |
| City Temporary Worker | \$8.8400 | - | \$82.3485 |
| Firefighter Trainee* | \$23.7792 | | |
| Instructor I | \$9.8823 | | |
| Instructor II | \$11.2804 | | |
| Instructor III | \$14.1037 | | |
| Instructor IV | \$17.6360 | | |
| Junior Lifeguard | \$9.7102 | | |
| Lifeguard | \$12.0108 | - | \$13.4074 |
| Police Reserve Officer | | | |
| Police Trainee* | \$31.5578 | | |
| Pool Manager | \$13.0097 | - | \$21.7505 |
| Recreation Leader I | \$9.2454 | - | \$9.8714 |
| Recreation Leader II | \$10.1713 | - | \$10.8492 |
| Recreation Leader III | \$11.1755 | - | \$11.9188 |
| Senior Lifeguard/Instructor | \$15.7086 | - | \$18.0228 |

As adopted March 30, 2009

(HOURLY)