

RESOLUTION NO. 2016-20

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BELL, CALIFORNIA, IDENTIFYING EMPLOYEE CLASSIFICATIONS, COMPENSATION LEVELS, AND SALARY RANGES FOR FISCAL YEARS 2014-2016 AND RESCINDING RESOLUTION NO. 2015-11

WHEREAS, Article XI, Section 5(b) of the California Constitution grants plenary authority to the City for setting the amount, method, and manner of compensation of its employees; and

WHEREAS, Sections 2.08.060, 2.12.020, 2.12.040, and 2.84.030(C) of the Bell Municipal Code authorize the City Council of the City of Bell to set and approve, from time to time, the compensation levels and salary ranges of its employees; and

WHEREAS, the California Public Employees Retirement System ("CalPERS"), through California Code of Regulations, Title 2, Section 570.5 has requested that all cities list their compensation levels and salary ranges for every employee position on one document approved and adopted by the governing body; and

WHEREAS, on March 11, 2015, the City Council adopted Resolution No. 2015-11 regarding compensation levels and salary ranges of employees of the City; and

WHEREAS, on July 22, 2015, the City Council approved the reclassification of one part-time employee from Part-Time Office Technician to Part-Time Management Aide; and

WHEREAS, on March 23, 2016, the City Council authorized the creation of an at-will Community Services Manager position and the inclusion of this position and corresponding salary range in the next salary range resolution to be considered by the City Council; and

WHEREAS, on April 13, 2016, the City Council authorized the creation of two new positions through its approval of the Memorandum of Understanding between the City and the Bell City Employees Association for the period of June 30, 2015 through December 31, 2016 ("BCEA MOU 2015-2016"): (i) Assistant Planner and (ii) Associate Planner; and

WHEREAS, the City Council desires, through this resolution, to update the compensation levels and salary ranges of employees of the City to include the positions of: (i) part-time Management Aide, (ii) Community Services Manager, (iii) Assistant Planner and (iv) Associate Planner and to rescind Resolution No. 2015-11; and

WHEREAS, the City Council acknowledges the compensation levels and salary ranges of the positions set forth in Exhibits "A" through "C" attached hereto as of July 1, 2014; and

WHEREAS, the compensation levels and salary ranges are in compliance with all memoranda of understanding as of the date this resolution is adopted.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF BELL DOES HEREBY RESOLVE AS FOLLOWS:

SECTION 1. Effective July 1, 2014, the annual minimum and maximum compensation levels of those classifications designated as Elected Officials, Executive Management, and Administrative Management shall be as set forth in Exhibit "A".

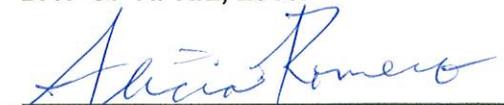
SECTION 2. Effective July 1, 2014, the monthly compensation levels of the City's full-time classifications shall be as set forth in Exhibit "B".

SECTION 3. Effective July 1, 2014, the hourly compensation levels of the City's part-time classifications shall be as set forth in Exhibit "C".

SECTION 4. Resolution No. 2015-11 shall be rescinded as of the effective date of adoption of this resolution.

SECTION 5. The City Clerk shall certify to the adoption of this Resolution.

ADOPTED AND APPROVED THIS 13TH DAY OF APRIL, 2016.



Alicia Romero, Mayor

APPROVED AS TO FORM:



David Aleshire, City Attorney

CERTIFICATE OF ATTESTATION AND ORIGINALITY

I, Angela Bustamante, Acting City Clerk of the City of Bell, hereby attest to and certify that the foregoing resolution is the original resolution adopted by the Bell City Council at its regular meeting held on the 13th day of April, 2016, by the following vote:

AYES: Councilmembers Quintana, Saleh, Valencia, Vice Mayor Gallardo, Mayor Romero

NOES: None

ABSENT: None

ABSTAIN: None



Angela Bustamante, Acting City Clerk

EXHIBIT "A"

| ELECTED OFFICIALS | MINIMUM | MAXIMUM |
|---------------------------------------|----------------|----------------|
| <i>City Council</i> | 8,076.00 | 8,076.00 |
| EXECUTIVE MANAGEMENT | MINIMUM | MAXIMUM |
| <i>City Manager</i> | 159,600.00 | 199,500.00 |
| ADMINISTRATIVE MANAGEMENT | MINIMUM | MAXIMUM |
| <i>Chief of Police</i> | 160,000.00 | 175,800.00 |
| <i>Community Development Director</i> | 130,000.00 | 145,600.00 |
| <i>Community Services Director</i> | 130,000.00 | 145,600.00 |
| <i>Finance Director</i> | 130,000.00 | 145,600.00 |
| <i>Police Captain</i> | 138,012.21 | 138,012.21 |
| <i>Police Lieutenant</i> | 133,559.89 | 133,559.89 |

EXHIBIT "B"

| FULL-TIME CLASSIFICATIONS | STEP A | STEP B | STEP C | STEP D | STEP E |
|---|-------------------|-------------------|-------------------|-------------------|-------------------|
| <i>Account Clerk</i> | 3,143.84 | 3,301.03 | 3,466.08 | 3,639.38 | 3,821.37 |
| <i>Accounting Manager</i> | 8,524.57 | 8,950.80 | 9,398.33 | 9,868.25 | 10,361.67 |
| <i>Administrative Specialist</i> | 4,155.36 | 4,362.40 | 4,526.78 | 4,809.77 | 5,050.10 |
| <i>Assistant City Clerk</i> | 4,555.06 | 4,782.80 | 5,021.95 | 5,273.05 | 5,536.70 |
| <i>Assistant Planner</i> | 4,989.07 | 5,238.47 | 5,500.39 | 5,775.58 | 6,054.35 |
| <i>Associate Planner</i> | 5,403.50 | 5,675.02 | 5,958.77 | 6,271.61 | 6,585.19 |
| <i>Business License Officer</i> | 2,715.84 | 2,851.63 | 2,994.21 | 3,143.93 | 3,301.11 |
| <i>City Clerk</i> | 5,238.31 | 5,500.23 | 5,775.24 | 6,064.00 | 6,367.20 |
| <i>City Treasurer</i> | 5,238.31 | 5,500.23 | 5,775.24 | 6,064.00 | 6,367.20 |
| <i>Code Enforcement Officer</i> | 3,585.26 | 3,764.54 | 3,952.76 | 4,150.38 | 4,357.91 |
| <i>Code Enforcement Supervisor</i> | 5,704.60 | 5,989.50 | 6,288.70 | 6,603.30 | 6,933.30 |
| <i>Community Services Manager</i> | 6,781.84 | 7,120.88 | 7,475.52 | 7,848.88 | 8,240.96 |
| <i>Community Services Technician</i> | 3,909.07 | 4,104.51 | 4,309.76 | 4,525.24 | 4,751.50 |
| <i>Contracts and Facilities Manager</i> | 6,781.84 | 7,120.88 | 7,475.52 | 7,848.88 | 8,240.96 |
| <i>Dispatcher</i> | 4,077.13 | 4,280.98 | 4,495.04 | 4,719.77 | 4,955.77 |
| <i>Environmental Programs Manager</i> | 6,781.84 | 7,120.88 | 7,475.52 | 7,848.88 | 8,240.96 |
| <i>Filing Officer</i> | 3,233.47 | 3,395.14 | 3,564.91 | 3,743.14 | 3,930.29 |
| <i>Housing Coordinator</i> | 3,482.20 | 3,656.29 | 3,839.11 | 4,031.07 | 4,232.62 |
| <i>Housing Manager</i> | 6,781.84 | 7,120.88 | 7,475.52 | 7,848.88 | 8,240.96 |
| <i>Housing Rehabilitation Technician</i> | 4,591.38 | 4,820.94 | 5,061.98 | 5,315.09 | 5,580.84 |
| <i>Housing Specialist</i> | 5,433.93 | 5,705.63 | 5,990.89 | 6,290.44 | 6,604.97 |
| <i>Human Resources and Risk Manager</i> | 6,781.84 | 7,120.88 | 7,475.52 | 7,848.88 | 8,240.96 |
| <i>Management Analyst</i> | 4,555.06 | 4,782.80 | 5,021.95 | 5,273.05 | 5,536.70 |
| <i>Office Assistant</i> | 2,599.31 | 2,729.29 | 2,865.76 | 3,009.04 | 3,159.49 |
| <i>Office Coordinator</i> | 3,966.22 | 4,164.52 | 4,372.74 | 4,591.40 | 4,820.96 |
| <i>Parking Enforcement Officer</i> | 3,585.26 | 3,764.54 | 3,952.76 | 4,150.38 | 4,357.91 |
| <i>Police Officer</i> | 5,501.83 | 5,776.60 | 6,065.17 | 6,368.58 | 6,686.85 |
| <i>Police Sergeant</i> | 6,491.65 | 6,816.28 | 7,156.83 | 7,515.42 | 7,890.97 |
| <i>Recreation Programmer</i> | 3,482.20 | 3,656.29 | 3,839.11 | 4,031.07 | 4,232.62 |
| <i>Recreation Supervisor</i> | 4,149.96 | 4,357.46 | 4,575.33 | 4,804.09 | 5,044.30 |
| <i>Senior Accountant</i> | 6,537.52 | 6,864.40 | 7,207.62 | 7,568.00 | 7,946.40 |
| <i>Senior Code Enforcement Officer</i> | 5,287.16 | 5,551.51 | 5,829.09 | 6,120.54 | 6,426.57 |
| <i>Senior Human Resource Analyst</i> | 5,238.31 | 5,500.23 | 5,775.24 | 6,064.00 | 6,367.20 |
| <i>Senior Management Analyst</i> | 5,238.31 | 5,500.23 | 5,775.24 | 6,064.00 | 6,367.20 |
| <i>Senior Parking Enforcement Officer</i> | 5,287.16 | 5,551.51 | 5,829.09 | 6,120.54 | 6,426.57 |
| <i>Senior Recreation Supervisor</i> | 5,433.93 | 5,705.63 | 5,990.89 | 6,290.44 | 6,604.97 |

EXHIBIT "C"

| PART-TIME CLASSIFICATIONS | STEP A | STEP B | STEP C | STEP D | STEP E |
|--|-------------------|-------------------|-------------------|-------------------|-------------------|
| <i>Code Enforcement Officer</i> | 16.43 | 17.25 | 18.12 | 19.02 | 19.97 |
| <i>Dispatcher</i> | 17.24 | 18.11 | 19.01 | 19.97 | 20.97 |
| <i>Management Aide</i> | 17.03 | 17.88 | 18.78 | 19.72 | 21.18 |
| <i>Office Aide</i> | 10.95 | 11.50 | 12.07 | 12.68 | 13.31 |
| <i>Office Clerk</i> | 9.24 | 9.69 | 10.18 | 10.69 | 11.22 |
| <i>Office Technician</i> | 13.98 | 14.67 | 15.41 | 16.18 | 16.99 |
| <i>Police Cadet</i> | 10.95 | 11.50 | 12.07 | 12.68 | 13.31 |
| <i>Public Works Maintenance Worker</i> | 13.98 | 14.67 | 15.41 | 16.18 | 16.99 |
| <i>Recreation Leader I</i> | 9.24 | 9.69 | 10.18 | 10.69 | 11.22 |
| <i>Recreation Leader II</i> | 10.95 | 11.50 | 12.07 | 12.68 | 13.31 |
| <i>Recreation Leader III</i> | 12.04 | 12.66 | 13.28 | 13.95 | 14.64 |
| <i>Recreation Leader IV</i> | 13.98 | 14.67 | 15.41 | 16.18 | 16.99 |