

RESOLUTION R05-25

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PALOS VERDES ESTATES, CALIFORNIA, SETTING FORTH POLICIES AND PROCEDURES WITH REFERENCE TO THE CLASSIFICATION AND COMPENSATION OF MANAGEMENT AND CONFIDENTIAL POSITIONS WITHIN THE PALOS VERDES ESTATES CITY SERVICE.

THE CITY COUNCIL OF THE CITY OF PALOS VERDES ESTATES, CALIFORNIA DOES RESOLVE, DECLARE, AND DETERMINE AS FOLLOWS:

SECTION 1. TERM

This Resolution shall cover the period commencing July 1, 2005 and ending June 30, 2009

SECTION 2. SALARIES AND WAGES

- (a) During the term of this Resolution, salary ranges for positions in the Management Group shall be as follows:
- (1) Effective July 1, 2005, the salary ranges for positions in the Management and Confidential Group shall be as set forth in Appendix A.
 - (2) Effective July 1, 2006, the salary ranges for positions in the Management and Confidential Group shall be as set forth in Appendix B.
 - (3) Effective July 1, 2007, the salary ranges for positions in the Management and Confidential Group shall be as set forth in Appendix C.
 - (4) Effective July 1, 2008, the salary ranges for positions in the Management and Confidential Group shall be as set forth in Appendix D.
- (b) During the term of this Resolution, those persons who are incumbents in the Management and Confidential Group as of the date of this Resolution ("Incumbents") shall be paid as follows:
- (1) Effective July 1, 2005, Incumbents shall be paid at rate equal to their salary on June 30, 2005 plus three percent (3.0%).
 - (2) Effective July 1, 2006, Incumbents shall be paid at rate equal to their salary on June 30, 2006 plus three percent (3.0%).
 - (3) Effective July 1, 2007, Incumbents shall be paid at rate equal to their salary on June 30, 2007 plus four percent (4.0%).
 - (4) Effective July 1, 2008, Incumbents shall be paid at rate equal to their salary on June 30, 2008 plus four percent (4.0%).

Salary increases for any incumbent may be withheld if the supervisor so recommends, and the City Manager concurs.

SECTION 3. EMPLOYEE INSURANCE

During the term of this Resolution, the following represent the maximum dollar cap the City will contribute on behalf of an employee toward the purchase of medical, dental, vision and life insurance programs and any amount in excess of the cap shall be the obligation of the employee:

(1)	Effective July 1, 2005	\$800/month
(2)	Effective July 1, 2006	\$840/month
(3)	Effective July 1, 2007	\$880/month
(4)	Effective July 1, 2008	\$920/month

SECTION 4. ADMINISTRATIVE LEAVE

Effective July 1, 2005, the Secretary to the Police Chief shall be granted thirty (30) hours annual Administrative Leave.

SECTION 5. RETIREE MEDICAL INSURANCE

Effective July 1, 2005, the City shall pay a maximum of \$275 per month toward a health insurance premium to Management and Confidential members who retire pursuant to a service retirement for "retiree only" coverage after completing twenty (20) years of City service. The maximum \$275 per month premium contribution shall apply only to an HMO (health maintenance organization) program through the City's medical insurance plan until such time as the retiree is eligible for Medicare benefits. The retired employee has the option of adding his or her spouse to the insurance coverage, which is to be paid entirely by the retired employee.

SECTION 6. HOLIDAYS

Current holiday leave balances in place for the Police Chief and Police Captains with the execution of this Agreement shall remain in place. Holiday hours to be earned in the future will be accrued each year with a maximum carryover into the bank of sixty (60) hours per year until a maximum of one hundred eighty (180) is achieved. If the current balance of an employee exceeds one hundred eighty (180) hours, no hours can be added to the balance until such time the balance falls below one hundred eighty (180) hours. The Police Chief and Police Captains shall have the option of being paid off at the conclusion of the City's fiscal year in either 1) lump sum cash, 2) contribution to a Retiree Health Savings Plan, 3) contribution to a 457 deferred compensation plan, 4) a 529 Education Savings plan, 5) any combination of the above. The Police Chief and the Police Captains can elect to be paid off for any amount of his balance at the conclusion of the City's fiscal year.

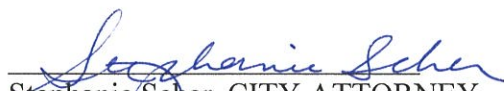
SECTION 7. CERTIFICATION


The City Clerk shall certify to the passage and adoption of this resolution and enter it into the book of original resolutions.

PASSED, APPROVED AND ADOPTED this 13th day of September, 2005.


A. Dwight Abbott, MAYOR

APPROVED AS TO FORM:


Stephanie Scher, CITY ATTORNEY

ATTEST:

Judy Smith, CITY CLERK

ATTACHMENT A
SALARY SCHEDULE FY 2005-06
Effective 07-01-05

CITY MANAGER	10,950 -- 13,150
ASSISTANT CITY MANAGER	9,209 -- 10,975
FINANCIAL SERVICES MANAGER	5,107 -- 6,387
POLICE CHIEF	9,858 -- 11,786
POLICE CAPTAINS	7,462 -- 9,327
SECRETARY TO POLICE CHIEF	3,525 -- 4,341
ADMINISTRATIVE ANALYST	4,504 -- 5,629
EXECUTIVE ASSISTANT TO CITY MANAGER	4,076 -- 5,099

ATTACHMENT B
SALARY SCHEDULE FY 2006-07
Effective 07-01-06

CITY MANAGER	11,279 -- 13,545
ASSISTANT CITY MANAGER	9,485 -- 11,304
FINANCIAL SERVICES MANAGER	5,260 -- 6,579
POLICE CHIEF	10,153 --12,140
POLICE CAPTAINS	7,686 --9,607
SECRETARY TO POLICE CHIEF	3,631 -- 4,471
ADMINISTRATIVE ANALYST	4,639 -- 5,798
EXECUTIVE ASSISTANT TO CITY MANAGER	4,198 – 5,252

ATTACHMENT C

SALARY SCHEDULE FY 2007-08

Effective 07-01-07

CITY MANAGER	11,730 -- 14,087
ASSISTANT CITY MANAGER	9,864 -- 11,756
FINANCIAL SERVICES MANAGER	5,470 -- 6,842
POLICE CHIEF	10,559-- 12,626
POLICE CAPTAINS	7,993 -- 9,991
SECRETARY TO POLICE CHIEF	3,776 -- 4,650
ADMINISTRATIVE ANALYST	4,825 -- 6,030
EXECUTIVE ASSISTANT TO CITY MANAGER	4,366 -- 5,462

ATTACHMENT D

SALARY SCHEDULE FY2008-09

Effective 07-01-2008

CITY MANAGER	12,199 -- 14,650
ASSISTANT CITY MANAGER	10,258 -- 12,226
FINANCIAL SERVICES MANAGER	5,688 -- 7,116
POLICE CHIEF	10,981 -- 13,131
POLICE CAPTAINS	8,312 - - 10,391
SECRETARY TO POLICE CHIEF	3,927- - 4,836
ADMINISTRATIVE ANALYST	5,018 - - 6,271
EXECUTIVE ASSISTANT TO CITY MANAGER	4,540 -- 5,680

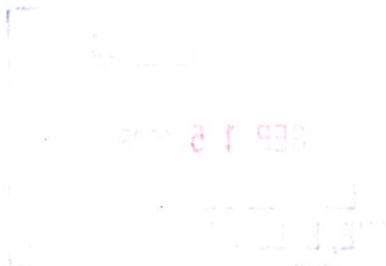
STATE OF CALIFORNIA)
COUNTY OF LOS ANGELES) SS:
CITY OF PALOS VERDES ESTATES)

I, Vickie Kroneberger, Deputy City Clerk for the City of Palos Verdes Estates, California, do hereby certify that the foregoing Resolution **R05-25** was duly and regularly approved and adopted by the City Council of the City of Palos Verdes Estates at its regular meeting of the City Council on the 13th of September, 2005, by the following vote:

AYES: COUNCILMEMBERS: Abbott, Flood, Humphrey, Sherwood,
and Goodhart

NOES: COUNCILMEMBERS: None

ABSENT: COUNCILMEMBERS: None




Vickie Kroneberger, Deputy City Clerk