

RESOLUTION R09-24

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, 2009 and ending June 30, 2010.

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, 2009, the salary ranges for positions in the Management and Confidential Group shall be as set forth in Appendix A.

(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:

(1) A one-time stipend of \$1,000 per full-time employee, in-lieu of salary increase, which shall be paid on Friday, September 25, 2009.

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, 2009 \$1030/month

SECTION 4. ADMINISTRATIVE LEAVE

(a) Administrative Leave may be used at any time during the year with prior approval of the City Manager, with the exception that no employee may use Administrative Leave for which he/she has not yet been credited. Administrative Leave must be used in the year it is credited; otherwise, it is forfeited. At the time of an employee’s termination, any Administrative Leave remaining for the year is forfeited; there is no compensation.

- (b) The City Manager shall be afforded Administrative Leave in accordance with his Employment Agreement with the City. The Assistant City Manager, Police Chief, Financial Services Manager, and Administrative Analyst shall be credited forty-eight (48) hours of Administrative Leave annually, while the Police Captains shall receive thirty (30) hours of Administrative Leave. Administrative Leave cannot be accumulated beyond the calendar year of the fiscal year in which it is earned, whichever is later. In other words, if an employee is hired between July 1 and January 1, the Administrative Leave is granted according to the fiscal year, or on July 1. If an employee is hired between January 1, and July 1, however, the Administrative Leave is credited according to the calendar year, or January 1.

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.

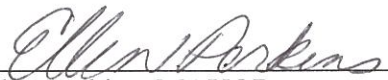
SECTION 6. HOLIDAYS

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 457 deferred compensation plan, 3) a 529 Education Savings plan, 4) 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 28th day of July, 2009.

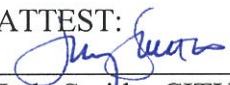


Ellen Perkins, MAYOR

APPROVED AS TO FORM:



Joseph Pannone, CITY ATTORNEY

ATTEST:


Judy Smith , CITY CLERK

APPENDIX A

SALARY SCHEDULE FY 2009-10
Effective 07-01-2009

CITY MANAGER	13,137--15,778
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 **R09-24** 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 28th day of July, 2009, by the following vote:

AYES: COUNCILMEMBERS: Perkins, Humphrey, Goodhart,
Rea, and Bird

NOES: COUNCILMEMBERS: None

ABSENT: COUNCILMEMBERS: None


Vickie Kroneberger, Deputy City Clerk