

**RESOLUTION NO. R25-39**

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PALOS VERDES ESTATES  
APPROVING AND ADOPTING THE 2025-2026 PUBLICLY AVAILABLE PAY  
SCHEDULE FOR ALL EMPLOYEE POSITIONS ELIGIBLE FOR CALPERS  
MEMBERSHIP IN ACCORDANCE WITH CALPERS GUIDELINES**

WHEREAS, the City of Palos Verdes Estates ("City"), through negotiations with various employee bargaining groups, has established corresponding Memoranda of Agreement and Salary Resolutions which are in full force and effect,

WHEREAS, the City has similarly established a contract with the City Manager,

WHEREAS, the City establishes, at least bi-annually, pay schedules for its part-time and temporary employees

WHEREAS, the California Public Employees' Retirement System ("CalPERS") defines base salary for retirement purposes as "Payrate" in Government Code section 20636 for classic CalPERS members and "Pensionable Compensation" as set forth in section 571.1 of title 2 of the California Code of Regulations for PEPR CalPERS members;

WHEREAS, "Payrate" and "Pensionable Compensation" for retirement purposes are limited to salary amounts listed on a pay schedule meeting requirements set forth in sections 570.5 and 571.1 of title 2 of the California Code of Regulations, including that the pay schedule be approved by the governing body of the contracting agency; and

WHEREAS, the City has compiled the necessary salary data to create a pay schedule in compliance with the applicable requirements set forth by CalPERS.

**NOW, THEREFORE, BE IT RESOLVED**, by the City Council of the City of Palos Verdes Estates, California, that the Publicly Available Pay Schedule attached to the City Council Resolution as Exhibit A is approved and adopted.

**PASSED, APPROVED AND ADOPTED** on this 12th day of November 12, 2025.

APPROVED :

  
VICTORIA LOZZI, MAYOR

ATTEST:

  
TAMEKA COOK, CITY CLERK

APPROVED AS TO FORM:

  
TREVOR RUSIN, CITY ATTORNEY



**EXHIBIT A**

**Position Salary Plan  
(Monthly)**

**City of Palos Verdes Estates**

**Fiscal Year 2025-2026**

**Effective 7/1/2025**

**Resolution R25-39**

<b>Public Service Employee Association</b>							
	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>
<b>Code Enforcement Officer</b>	\$6,229	\$6,541	\$6,870	\$7,213	\$7,571		
<b>Deputy City Clerk</b>	\$6,229	\$6,541	\$6,870	\$7,213	\$7,571		
<b>Financial Analyst</b>	\$6,600	\$6,928	\$7,275	\$7,638	\$8,019	\$8,421	\$8,842
<b>Maintenance Worker</b>	\$4,445	\$4,670	\$4,903	\$5,148	\$5,405	\$5,678	\$5,963
<b>Office Specialist</b>	\$3,889	\$4,863	\$5,107	\$5,360	\$5,631	\$5,911	
<b>Permit Technician</b>	\$4,862	\$5,105	\$5,359	\$5,630	\$5,912	\$6,210	\$6,519
<b>Receptionist</b>	\$3,641	\$3,821	\$4,015	\$4,216	\$4,425		
<b>Senior Clerk Typist</b>	\$4,398	\$4,619	\$4,850	\$5,092	\$5,348		
<b>Senior Receptionist</b>	\$4,101	\$4,312	\$4,526	\$4,752	\$4,991		
<b>Senior Secretary</b>	\$5,080	\$5,335	\$5,600	\$5,880	\$6,177	\$6,485	

<b>Police Officers Association</b>							
	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>
<b>Police Sergeant</b>	\$8,968	\$9,563	\$10,143	\$10,678	\$11,221	\$11,784	\$12,368
<b>Police Corporal</b>	\$7,983	\$8,515	\$9,005	\$9,536	\$9,997	\$10,498	
<b>Police Officer</b>	\$7,600	\$8,108	\$8,578	\$9,084	\$9,522	\$9,997	
<b>Police Recruit</b>	\$5,795						
<b>Police Lead Services Officer</b>	\$5,410	\$5,765	\$6,111	\$6,459	\$6,803	\$7,162	\$7,539
<b>Police Services Officer</b>	\$4,915	\$5,240	\$5,560	\$5,878	\$6,190	\$6,508	\$6,856
<b>Emergency Preparedness and Community Outreach Coordinator</b>	\$5,101	\$5,435	\$5,763	\$6,092	\$6,458	\$6,753	\$7,104

<b>Sworn Police Management</b>		
	<b>Minimum</b>	<b>Maximum</b>
<b>Police Chief</b>	\$ 15,657	\$ 19,328
<b>Police Captain</b>	\$ 12,194	\$ 15,553

<b>Professional and Supervisory</b>		
	<b>Minimum</b>	<b>Maximum</b>
<b>Assistant to the City Manager</b>	\$ 8,973	\$ 11,505
<b>City Clerk</b>	\$ 9,162	\$ 11,482
<b>Executive Assistant</b>	\$ 6,605	\$ 8,409
<b>Finance Manager</b>	\$ 7,942	\$ 9,962
<b>Human Resources Administrative Analyst</b>	\$ 6,535	\$ 8,757
<b>Management Analyst</b>	\$ 6,535	\$ 8,757
<b>Maintenance Foreman</b>	\$ 6,512	\$ 8,721
<b>City Planner</b>	\$ 7,677	\$ 9,813
<b>Planning Manager</b>	\$ 7,942	\$ 9,962
<b>Senior Accountant</b>	\$ 7,586	\$ 9,930
<b>Urban Forester</b>	\$ 7,740	\$ 10,637

<b>Management &amp; Administration</b>		
	<b>Minimum</b>	<b>Maximum</b>
<b>Community Development Director</b>	\$ 11,057	\$ 16,532
<b>Deputy City Manager</b>	\$ 14,592	\$ 18,025
<b>Public Works Director</b>	\$ 11,057	\$ 16,532
<b>Finance Director</b>	\$ 12,859	\$ 16,532

<b>City Manager</b>		
	<b>Set By Contract</b>	
<b>City Manager</b>	\$ 20,833.33	\$ 20,833.33

<b>Part-Time (Hourly)</b>		
	<b>Minimum</b>	<b>Maximum</b>
<b>Police Service Aid</b>	\$16.50	\$16.50
<b>Receptionist</b>	\$21.00	\$25.53
<b>Sr. Receptionist</b>	\$23.66	\$28.79