

RESOLUTION NO. R26-04

**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 PEPRAs 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.

WHEREAS, the City adopted Resolution No. R25-39 on November 12, 2025, 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 desires to amend the Publicly Available Pay Schedule attached as Exhibit A to Resolution No. R25-39 to add the Accounting Technician classification, add the Seasonal Worker classification, and revise the salaries to account for an increase in the State of California's minimum wage.

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 this Resolution as Exhibit A is approved and adopted.

PASSED, APPROVED AND ADOPTED on this 27th day of January, 2026, by the following vote:

APPROVED:



MICHAEL KEMPS, MAYOR

ATTEST:


TAMEKA COOK, CITY CLERK

APPROVED AS TO FORM:


TREVOR RUSIN, CITY ATTORNEY

CERTIFICATION

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

I, Tameka Cook, City Clerk for the City of Palos Verdes Estates, California, do hereby certify that the foregoing Resolution **R26-04** 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 27th day of January 2026, by the following vote:

AYES: COUNCILMEMBERS: McGowan, Quinn, Lozzi, Lazzaro, and Kemps
NOES: COUNCILMEMBERS: None
ABSENT: COUNCILMEMBERS: None
ABSTAIN: COUNCILMEMBERS: None

ATTEST:



Tameka Cook, City Clerk

EXHIBIT A
Publicly Available Pay Schedule

Public Service Employee Association							
	A	B	C	D	E	F	G
Code Enforcement Officer	\$ 6,229	\$ 6,541	\$ 6,870	\$ 7,213	\$ 7,571		
Deputy City Clerk	\$ 6,229	\$ 6,541	\$ 6,870	\$ 7,213	\$ 7,571		
Financial Analyst	\$ 6,600	\$ 6,928	\$ 7,275	\$ 7,638	\$ 8,019	\$ 8,421	\$ 8,842
Accounting Technician	\$ 5,239	\$ 5,501	\$ 5,776	\$ 6,064	\$ 6,368	\$ 6,686	\$ 7,020
Maintenance Worker	\$ 4,445	\$ 4,670	\$ 4,903	\$ 5,148	\$ 5,405	\$ 5,678	\$ 5,963
Office Specialist	\$ 3,889	\$ 4,063	\$ 4,247	\$ 4,431	\$ 4,615	\$ 4,800	\$ 4,984
Permit Technician	\$ 4,862	\$ 5,105	\$ 5,359	\$ 5,630	\$ 5,912	\$ 6,210	\$ 6,519
Receptionist	\$ 3,641	\$ 3,821	\$ 4,015	\$ 4,216	\$ 4,425		
Senior Clerk Typist	\$ 4,398	\$ 4,619	\$ 4,850	\$ 5,092	\$ 5,348		
Senior Receptionist	\$ 4,101	\$ 4,312	\$ 4,526	\$ 4,752	\$ 4,991		
Senior Secretary	\$ 5,080	\$ 5,335	\$ 5,600	\$ 5,880	\$ 6,177	\$ 6,485	

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

Sworn Police Management		
	Minimum	Maximum
Police Chief	\$ 15,657	\$ 19,329
Police Captain	\$ 12,194	\$ 15,553

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

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

City Manager		
	SET BY CONTRACT	
City Manager	\$ 20,833.33	\$ 20,833.33

Part-Time (Hourly Rate)		
	Minimum	Maximum
Police Service Aid	\$ 16.90	\$ 16.90
Receptionist	\$ 21.00	\$ 25.53
Sr. Receptionist	\$ 23.66	\$ 28.79
Seasonal Worker	\$ 16.90	\$ 16.90