

## **RESOLUTION NO. 2019-86**

### **A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BELL, IDENTIFYING EMPLOYEE CLASSIFICATIONS, COMPENSATION LEVELS, AND SALARY RANGES, AND RESCINDING RESOLUTION NO. 2019-75**

**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 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 October 23, 2019, the City Council adopted Resolution No. 2019-75 regarding compensation levels and salary ranges of employees of the City; and

**WHEREAS**, on June 12, 2019, the City Council approved the FY 2019/20 budget, which funded a Park Maintenance Worker classification; and

**WHEREAS**, the Park Maintenance Worker classification was formally approved on December 11, 2019 pursuant to Resolution 2019-83; and

**WHEREAS**, on December 11, 2019, the City Council adopted Resolution 2019-84, which i) authorized the creation of the following represented classifications within the classified service: Office Assistant I, Office Assistant II, Recreation Coordinator, Economic Development Specialist and Senior Economic Specialist and established salary ranges for these positions; and ii) updated classification specifications and salary ranges for the positions of Code Enforcement Officer, Police Dispatcher, and Recreation Supervisor; and

**WHEREAS**, the City Council now desires, through this resolution, to update the compensation levels and salary ranges for the following classifications: (1) Code Enforcement Officer (2) Office Assistant I, (3) Office Assistant II, (4) Police Dispatcher, (5) Recreation Supervisor, (6) Recreation Coordinator, (7) Economic Development Specialist, (8) Senior Economic Development Specialist, and (9) Park Facilities Maintenance Worker; and

**WHEREAS**, the City Council acknowledges the compensation levels and salary ranges of the positions set forth in Exhibits "A" through "E" attached hereto; and

**WHEREAS**, the compensation levels and salary ranges are consistent with all memoranda of understanding as of the date this resolution is adopted; and

**WHEREAS**, the City Council now desires to rescind Resolution No. 2019-75.

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

**SECTION 1.** 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" and shall have an effective date of July 1, 2019.

**SECTION 2.** The monthly compensation levels of the City's full-time classifications, effective as of July 1, 2019, shall be as set forth in Exhibit "B".

**SECTION 3.** The monthly compensation levels of the City's full-time classifications, effective as of January 1, 2020, shall be as set forth in Exhibit "C". New and updated classifications are shown with highlighted text.

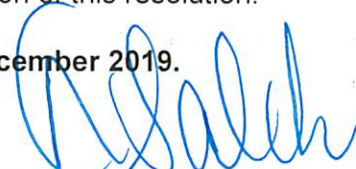
**SECTION 4.** The hourly compensation levels of the City's part-time classifications, effective as of July 1, 2018, shall be as set forth in Exhibit "D".

**SECTION 5.** The hourly compensation levels of the City's part-time classifications, effective as of January 1, 2020, shall be as set forth in Exhibit "E".


**SECTION 6.** Resolution No. 2019-75 is hereby rescinded as of the effective date of this resolution.

**SECTION 7.** The City Clerk shall certify to the adoption of this resolution.

**PASSED, APPROVED AND ADOPTED this 11<sup>th</sup> day of December 2019.**

  
\_\_\_\_\_  
Ali Saleh, Mayor

APPROVED AS TO FORM:

  
\_\_\_\_\_  
David Aleshire, City Attorney

**CERTIFICATE OF ATTESTATION AND ORIGINALITY**

I, Angela Bustamante, 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 11<sup>th</sup> day of December 2019, by the following vote:

AYES: Councilmembers Gallardo, Quintana, Vice-Mayor Romero and Mayor Saleh

NOES: None

ABSENT: Councilmember Valencia

ABSTAIN: None

  
\_\_\_\_\_  
Angela Bustamante, City Clerk

**EXHIBIT "A"**  
**Effective July 1, 2019**

**Annual Salaries**

<b>ELECTED OFFICIALS</b>	<b>MINIMUM</b>	<b>MAXIMUM</b>
City Council	8,076	8,076

<b>EXECUTIVE MANAGEMENT</b>	<b>MINIMUM</b>	<b>MAXIMUM</b>
City Manager	169,319.64	211,649.55

<b>ADMINISTRATIVE MANAGEMENT</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
Chief of Police	169,744	173,787.75	177,927.83	182,166.53	186,506.22
Community Development Director	137,917	141,880.32	145,957.54	150,151.91	154,467.04
Community Services Director	123,348.72	130,149.24	137,324.68	144,895.73	152,884.18
Finance Director	137,917	141,880.32	145,957.54	150,151.91	154,467.04
Police Captain	126,368.04	132,686.44	139,320.77	148,408.61	155,048.41

	<b>MINIMUM</b>	<b>MAXIMUM</b>
Police Lieutenant	141,693.69	141,693.69

**EXHIBIT "B"**  
**Effective July 1, 2019**

<b>Monthly Salaries</b>					
<b>FULL-TIME CLASSIFICATIONS</b>	<b>STEP</b>	<b>STEP</b>	<b>STEP</b>	<b>STEP</b>	<b>STEP</b>
	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
Accounting Assistant I	3,430.39	3,601.90	3,782.00	3,971.11	4,169.66
Accounting Assistant II	3,694.27	3,878.98	4,072.93	4,276.57	4,490.41
Account Clerk	3,335.30	3,502.06	3,677.17	3,861.02	4,054.07
Accountant	5,617.62	5,898.50	6,193.43	6,503.10	6,828.25
Accounting Manager	9,043.72	9,495.90	9,970.69	10,469.23	10,992.70
Accounting Specialist	4,408.42	4,628.84	4,860.28	5,103.30	5,358.46
Administrative Specialist	4,408.42	4,628.84	4,860.28	5,103.30	5,358.46
Assistant City Clerk	4,832.46	5,074.07	5,327.79	5,594.18	5,873.89
Assistant Planner	5,292.90	5,557.49	5,835.36	6,127.31	6,423.06
Associate Planner	5,732.57	6,020.63	6,321.66	6,653.55	6,986.23
Business License Officer	2,881.23	3,025.29	3,176.56	3,335.40	3,502.17
City Clerk	5,557.32	5,835.19	6,126.95	6,433.30	6,754.96
City Treasurer	5,557.32	5,835.19	6,126.95	6,433.30	6,754.96
Code Enforcement Officer	3,803.60	3,993.80	4,193.48	4,403.14	4,623.31
Code Enforcement Supervisor	6,052.01	6,354.26	6,671.68	7,005.27	7,355.53
Community Services Manager	7,194.85	7,554.54	7,930.78	8,326.88	8,742.83
Community Services Technician	4,147.13	4,354.47	4,572.22	4,800.83	5,040.87
Contracts and Facilities Manager	7,194.85	7,554.54	7,930.78	8,326.88	8,742.83
Dispatcher	4,325.43	4,541.70	4,768.79	5,007.22	5,257.58
Environmental Programs Manager	7,194.85	7,554.54	7,930.78	8,326.88	8,742.83
Executive Assistant	5,205.62	5,465.90	5,739.20	6,026.16	6,327.46
Filing Officer	3,430.38	3,601.90	3,782.00	3,971.11	4,169.66
Housing Coordinator	3,694.27	3,878.98	4,072.93	4,276.57	4,490.41
Housing Manager	7,194.85	7,554.54	7,930.78	8,326.88	8,742.83
Housing Rehabilitation Technician	4,871.00	5,114.54	5,370.25	5,638.78	5,920.71
Housing Specialist	5,764.86	6,053.10	6,355.74	6,673.53	7,007.21
Human Resources and Risk Manager	7,194.85	7,554.54	7,930.78	8,326.88	8,742.83
Management Analyst	4,832.46	5,074.07	5,327.79	5,594.18	5,873.89
Office Assistant	2,757.61	2,895.50	3,040.28	3,192.29	3,351.90
Office Coordinator	4,207.76	4,418.14	4,639.04	4,871.02	5,114.56
Maintenance Worker I	3,539.16	3,716.33	3,901.99	4,097.20	4,301.95
Maintenance Worker II	3,719.52	3,905.17	4,100.38	4,305.13	4,520.49
Parking Enforcement Officer	3,803.60	3,993.80	4,193.48	4,403.14	4,623.30
Permit Technician	4,147.13	4,354.49	4,572.21	4,800.82	5,040.87
Police Officer	5,836.89	6,128.74	6,435.17	6,756.93	7,094.78
Police Sergeant	6,886.99	7,231.34	7,592.91	7,972.55	8,371.18
Police Records Specialist	3,694.27	3,878.98	4,072.93	4,276.57	4,490.41
Police Records Supervisor	5,557.32	5,835.19	6,126.95	6,433.30	6,754.96
Property and Evidence Specialist	4,325.43	4,514.70	4,768.79	5,007.23	5,257.59

**EXHIBIT "B"**  
**Effective July 1, 2019**

<b>FULL-TIME CLASSIFICATIONS</b>	<b>STEP A</b>	<b>STEP B</b>	<b>STEP C</b>	<b>STEP D</b>	<b>STEP E</b>
Public Works Manager	7,445.40	7,817.67	8,208.55	8,618.88	9,049.92
Recreation Programmer	3,694.27	3,878.98	4,072.93	4,276.57	4,490.41
Recreation Supervisor	4,402.69	4,622.83	4,853.97	5,096.66	5,351.50
Senior Accountant	6,935.65	7,282.44	7,646.56	8,028.89	8,430.34
Senior Code Enforcement Officer	5,609.14	5,889.60	6,184.08	6,493.28	6,817.95
Senior Human Resource Analyst	5,557.32	5,835.19	6,126.95	6,433.30	6,754.96
Senior Management Analyst	5,557.32	5,835.19	6,126.95	6,433.30	6,754.96
Senior Parking Enforcement Officer	5,609.14	5,889.60	6,184.08	6,493.28	6,817.95
Senior Recreation Supervisor	5,764.86	6,053.10	6,355.74	6,673.53	7,007.21

**EXHIBIT "C"**  
**Effective January 1, 2020**

<b>Monthly Salaries</b>					
<b>FULL-TIME CLASSIFICATIONS</b>	<b>STEP</b>	<b>STEP</b>	<b>STEP</b>	<b>STEP</b>	<b>STEP</b>
	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
Accounting Assistant I	3,430.39	3,601.90	3,782.00	3,971.11	4,169.66
Accounting Assistant II	3,694.27	3,878.98	4,072.93	4,276.57	4,490.41
Account Clerk	3,335.30	3,502.06	3,677.17	3,861.02	4,054.07
Accountant	5,617.62	5,898.50	6,193.43	6,503.10	6,828.25
Accounting Manager	9,043.72	9,495.90	9,970.69	10,469.23	10,992.70
Accounting Specialist	4,408.42	4,628.84	4,860.28	5,103.30	5,358.46
Administrative Specialist	4,408.42	4,628.84	4,860.28	5,103.30	5,358.46
Assistant City Clerk	4,832.46	5,074.07	5,327.79	5,594.18	5,873.89
Assistant Planner	5,292.90	5,557.49	5,835.36	6,127.31	6,423.06
Associate Planner	5,732.57	6,020.63	6,321.66	6,653.55	6,986.23
Business License Officer	2,881.23	3,025.29	3,176.56	3,335.40	3,502.17
City Clerk	5,557.32	5,835.19	6,126.95	6,433.30	6,754.96
City Treasurer	5,557.32	5,835.19	6,126.95	6,433.30	6,754.96
Code Enforcement Officer	4,641.06	4,885.32	5,142.45	5,413.10	5,698.00
Code Enforcement Supervisor	6,052.01	6,354.26	6,671.68	7,005.27	7,355.53
Community Services Manager	7,194.85	7,554.54	7,930.78	8,326.88	8,742.83
Community Services Technician	4,147.13	4,354.47	4,572.22	4,800.83	5,040.87
Contracts and Facilities Manager	7,194.85	7,554.54	7,930.78	8,326.88	8,742.83
Dispatcher	4,518.88	4,756.72	5,007.07	5,270.60	5,548.00
Economic Development Specialist	4,832.46	5,074.07	5,327.79	5,594.18	5,873.89
Environmental Programs Manager	7,194.85	7,554.54	7,930.78	8,326.88	8,742.83
Executive Assistant	5,205.62	5,465.90	5,739.20	6,026.16	6,327.46
Filing Officer	3,430.38	3,601.90	3,782.00	3,971.11	4,169.66
Housing Coordinator	3,694.27	3,878.98	4,072.93	4,276.57	4,490.41
Housing Manager	7,194.85	7,554.54	7,930.78	8,326.88	8,742.83
Housing Rehabilitation Technician	4,871.00	5,114.54	5,370.25	5,638.78	5,920.71
Housing Specialist	5,764.86	6,053.10	6,355.74	6,673.53	7,007.21
Human Resources and Risk Manager	7,194.85	7,554.54	7,930.78	8,326.88	8,742.83
Management Analyst	4,832.46	5,074.07	5,327.79	5,594.18	5,873.89
Maintenance Worker I	3,539.16	3,716.33	3,901.99	4,097.20	4,301.95
Maintenance Worker II	3,719.52	3,905.17	4,100.38	4,305.13	4,520.49
Office Assistant I	2,860.00	3,003.00	3,153.15	3,310.81	3,476.35
Office Assistant II	3,343.55	3,519.52	3,704.76	3,899.75	4,105.00
Office Coordinator	4,207.76	4,418.14	4,639.04	4,871.02	5,114.56
Park Maintenance Worker	3,719.52	3,905.17	4,100.38	4,305.13	4,520.49
Parking Enforcement Officer	3,803.60	3,993.80	4,193.48	4,403.14	4,623.30
Permit Technician	4,147.13	4,354.49	4,572.21	4,800.82	5,040.87
Police Officer	5,836.89	6,128.74	6,435.17	6,756.93	7,094.78
Police Sergeant	6,886.99	7,231.34	7,592.91	7,972.55	8,371.18

**EXHIBIT "C"**  
**Effective January 1, 2020**

<b>FULL-TIME CLASSIFICATIONS</b>	<b>STEP A</b>	<b>STEP B</b>	<b>STEP C</b>	<b>STEP D</b>	<b>STEP E</b>
Police Records Specialist	3,694.27	3,878.98	4,072.93	4,276.57	4,490.41
Police Records Supervisor	5,557.32	5,835.19	6,126.95	6,433.30	6,754.96
Property and Evidence Specialist	4,325.43	4,514.70	4,768.79	5,007.23	5,257.59
Public Works Manager	7,445.40	7,817.67	8,208.55	8,618.88	9,049.92
<b>Recreation Coordinator</b>	<b>4,443.95</b>	<b>4,677.84</b>	<b>4,924.04</b>	<b>5,183.20</b>	<b>5,456.00</b>
<b>Recreation Supervisor</b>	<b>5,806.62</b>	<b>6,112.23</b>	<b>6,433.92</b>	<b>6,772.55</b>	<b>7,129.00</b>
Senior Accountant	6,935.65	7,282.44	7,646.56	8,028.89	8,430.34
<b>Senior Economic Development Specialist</b>	<b>5,557.32</b>	<b>5,835.19</b>	<b>6,126.95</b>	<b>6,433.30</b>	<b>6,754.96</b>
Senior Code Enforcement Officer	5,609.14	5,889.60	6,184.08	6,493.28	6,817.95
Senior Human Resource Analyst	5,557.32	5,835.19	6,126.95	6,433.30	6,754.96
Senior Management Analyst	5,557.32	5,835.19	6,126.95	6,433.30	6,754.96
Senior Parking Enforcement Officer	5,609.14	5,889.60	6,184.08	6,493.28	6,817.95
Senior Recreation Supervisor	5,764.86	6,053.10	6,355.74	6,673.53	7,007.21

**EXHIBIT "D"**  
**Effective July 1, 2018**

<b>Hourly Salaries</b>					
<b>PART-TIME CLASSIFICATIONS</b>	<b>STEP</b>	<b>STEP</b>	<b>STEP</b>	<b>STEP</b>	<b>STEP</b>
	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
<i>Cashier/Locker Room Attendant</i>	11.00	11.53	12.11	12.72	13.35
<i>Code Enforcement Officer</i>	20.68	21.72	22.80	23.94	25.14
<i>Dispatcher</i>	23.52	24.70	25.93	27.23	28.59
<i>Lifeguard/ Swim Instructor</i>	13.03	13.69	14.36	15.09	15.84
<i>Management Aide</i>	20.27	21.28	22.35	23.47	25.20
<i>Office Aide</i>	13.03	13.69	14.36	15.09	15.84
<i>Office Clerk</i>	11.00	11.53	12.11	12.72	13.35
<i>Office Technician</i>	16.64	17.46	18.34	19.25	20.22
<i>Parking Enforcement Officer</i>	15.99	16.79	17.64	18.52	19.44
<i>Police Cadet</i>	13.03	13.69	14.36	15.09	15.84
<i>Pool Manager</i>	16.64	17.46	18.34	19.25	20.22
<i>Public Works Maintenance Worker</i>	16.64	17.46	18.34	19.25	22.22
<i>Recreation Leader I</i>	11.00	11.53	12.11	12.72	13.35
<i>Recreation Leader II</i>	13.03	13.69	14.36	15.09	15.84
<i>Recreation Leader III</i>	14.33	15.07	15.80	16.60	17.42
<i>Recreation Leader IV</i>	16.64	17.46	18.34	19.25	20.22
<i>Senior Lifeguard</i>	14.33	15.07	15.80	16.60	17.42

**EXHIBIT "E"**  
**Effective January 1, 2020**

<b>Hourly Salaries</b>					
<b>PART-TIME CLASSIFICATIONS</b>	<b>STEP</b>	<b>STEP</b>	<b>STEP</b>	<b>STEP</b>	<b>STEP</b>
	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
<i>Cashier/Locker Room Attendant</i>	13.00	13.65	14.33	15.05	15.80
<i>Code Enforcement Officer</i>	21.94	23.04	24.19	25.40	26.67
<i>Dispatcher</i>	24.95	26.20	27.51	28.88	30.33
<i>Lifeguard/ Swim Instructor</i>	15.03	15.78	16.57	17.40	18.27
<i>Management Aide</i>	22.27	23.38	24.55	25.78	27.07
<i>Office Aide</i>	15.03	15.78	16.57	17.40	18.27
<i>Office Clerk</i>	13.00	13.65	14.33	15.05	15.80
<i>Office Technician</i>	18.64	19.57	20.55	21.58	22.66
<i>Parking Enforcement Officer</i>	18.64	19.57	20.55	21.58	22.66
<i>Police Cadet</i>	15.03	15.78	16.57	17.40	18.27
<i>Pool Manager</i>	18.64	19.57	20.55	21.58	22.66
<i>Public Works Maintenance Worker</i>	18.64	19.57	20.55	21.58	22.66
<i>Recreation Leader I</i>	13.00	13.65	14.33	15.05	15.80
<i>Recreation Leader II</i>	15.03	15.78	16.57	17.40	18.27
<i>Recreation Leader III</i>	16.33	17.15	18.00	18.90	19.85
<i>Recreation Leader IV</i>	18.64	19.57	20.55	21.58	22.66
<i>Senior Lifeguard</i>	16.33	17.15	18.00	18.90	19.85