

RESOLUTION NO. 2022-76

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BELL, CALIFORNIA, IDENTIFYING EMPLOYEE CLASSIFICATIONS, COMPENSATION LEVELS, AND SALARY RANGES, AND RESCINDING RESOLUTION NO. 2022-25

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 April 13, 2022, the City Council adopted Resolution No. 2022-25 regarding compensation levels and salary ranges of employees of the City; and

WHEREAS, the City Council, on September 23, 2022, adopted Resolution No. 2022-64 creating the positions of Public Works Director and Associate Civil Engineer; and

WHEREAS, the City Council desires, through this Resolution to establish the compensation levels and salary ranges for the following classifications: Public Works Director and Associate Civil Engineer; and

WHEREAS, the City Council further desires through this Resolution to update the compensation levels and salary ranges for the following classifications: part-time employees; and

WHEREAS, the City Council acknowledges the compensation levels and salary ranges of the positions set forth in Exhibits "A" through "F" 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. 2022-25.

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 April 13, 2022. Updated classifications are shown with highlighted text.

SECTION 2. 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 "B" and shall have an effective date September 28,

2022. Updated classifications are shown with highlighted text.

SECTION 3. The monthly compensation levels of the City's full-time classifications, effective as of July 1, 2022 shall be set forth in Exhibit "C".

SECTION 4. The monthly compensation levels of the City's full-time classifications, effective as of September 28, 2022 shall be set forth in Exhibit "D".

SECTION 5. The hourly compensation levels of the City's part-time classifications, effective as of January 1, 2022, shall be as set forth in Exhibit "E".

SECTION 6. The hourly compensation levels of the City's part-time classifications, effective as of January 1, 2023, shall be as set forth in Exhibit "F".

SECTION 7. Resolution No. 2022-25 is hereby rescinded as of the effective date of this Resolution.

SECTION 8. The City Clerk shall certify to the adoption of this Resolution.

PASSED, APPROVED AND ADOPTED this 9th day of November, 2022.


Monica Arroyo, 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 9th day of November, 2022, by the following vote:

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

NOES: None

ABSENT: Councilmember Romero

ABSTAIN: None


Angela Bustamante, City Clerk

EXHIBIT "A"
Effective April 13, 2022

Annual Salaries

ELECTED OFFICIALS	MINIMUM	MAXIMUM
City Council	8,076	8,076

EXECUTIVE MANAGEMENT	MINIMUM	MAXIMUM
City Manager	180,670.09	223,000

ADMINISTRATIVE MANAGEMENT	Step A	Step B	Step C	Step D	Step E
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	132,686.44	139,320.77	146,286.81	153,601.15	161,281.21
Police Lieutenant	105,723.00	111,009.15	116,559.61	122,387.59	128,506.97

EXHIBIT "B"
Effective September 28, 2022

Annual Salaries

ELECTED OFFICIALS	MINIMUM	MAXIMUM
City Council	8,076	8,076

EXECUTIVE MANAGEMENT	MINIMUM	MAXIMUM
City Manager	180,670.09	223,000

ADMINISTRATIVE MANAGEMENT	Step A	Step B	Step C	Step D	Step E
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	132,686.44	139,320.77	146,286.81	153,601.15	161,281.21
Police Lieutenant	105,723.00	111,009.15	116,559.61	122,387.59	128,506.97
Public Works Director	137,916.96	144,812.81	152,053.44	159,656.16	167,638.92

EXHIBIT "C"
Effective July 1, 2022

Monthly Salaries					
FULL-TIME CLASSIFICATIONS	STEP	STEP	STEP	STEP	STEP
	A	B	C	D	E
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	6,192.36	6,501.98	6,827.07	7,168.43	7,526.85
Police Sergeant	7,306.41	7,671.73	8,055.31	8,458.08	8,880.98

EXHIBIT "C"
Effective July 1, 2022

FULL-TIME CLASSIFICATIONS	STEP A	STEP B	STEP C	STEP D	STEP E
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
Public Works Field Supervisor	5,526.00	5,802.30	6,092.42	6,397.04	6,716.89
Recreation Coordinator	4,443.95	4,677.84	4,924.04	5,183.20	5,456.00
Recreation Supervisor	5,806.62	6,112.23	6,433.92	6,772.55	7,129.00
Senior Accountant	6,935.65	7,282.44	7,646.56	8,028.89	8,430.34
Senior Economic Development Specialist	5,557.32	5,835.19	6,126.95	6,433.30	6,754.96
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 September 28, 2022

Monthly Salaries					
FULL-TIME CLASSIFICATIONS	STEP	STEP	STEP	STEP	STEP
	A	B	C	D	E
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
Associate Civil Engineer	7,219.00	7,579.95	7,958.95	8,356.89	8,774.74
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	6,192.36	6,501.98	6,827.07	7,168.43	7,526.85
Police Sergeant	7,306.41	7,671.73	8,055.31	8,458.08	8,880.98

EXHIBIT "D"
Effective September 28, 2022

FULL-TIME CLASSIFICATIONS	STEP A	STEP B	STEP C	STEP D	STEP E
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
Public Works Field Supervisor	5,526.00	5,802.30	6,092.42	6,397.04	6,716.89
Recreation Coordinator	4,443.95	4,677.84	4,924.04	5,183.20	5,456.00
Recreation Supervisor	5,806.62	6,112.23	6,433.92	6,772.55	7,129.00
Senior Accountant	6,935.65	7,282.44	7,646.56	8,028.89	8,430.34
Senior Economic Development Specialist	5,557.32	5,835.19	6,126.95	6,433.30	6,754.96
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 "E"
Effective January 1, 2022

Hourly Salaries					
PART-TIME CLASSIFICATIONS	STEP	STEP	STEP	STEP	STEP
	A	B	C	D	E
<i>Cashier/Locker Room Attendant</i>	15.00	15.75	16.54	17.36	18.23
<i>Code Enforcement Officer</i>	21.94	23.04	24.19	25.40	26.67
<i>Custodian I</i>	15.00	15.75	16.54	17.36	18.23
<i>Custodian II</i>	16.03	16.83	17.67	18.56	19.48
<i>Dispatcher</i>	24.95	26.20	27.51	28.88	30.33
<i>Lifeguard/ Swim Instructor</i>	16.03	16.83	17.67	18.56	19.48
<i>Management Aide</i>	22.27	23.38	24.55	25.78	27.07
<i>Office Aide</i>	16.03	16.83	17.67	18.56	19.48
<i>Office Clerk</i>	15.00	15.75	16.54	17.36	18.23
<i>Office Technician</i>	19.64	20.62	21.65	22.74	23.87
<i>Parking Enforcement Officer</i>	19.64	20.62	21.65	22.74	23.87
<i>Police Cadet</i>	19.64	20.62	21.65	22.74	23.87
<i>Pool Manager</i>	19.64	20.62	21.65	22.74	23.87
<i>Public Works Maintenance Worker</i>	19.64	20.62	21.65	22.74	23.87
<i>Recreation Leader I</i>	15.00	15.75	16.54	17.36	18.23
<i>Recreation Leader II</i>	16.03	16.83	17.67	18.56	19.48
<i>Recreation Leader III</i>	17.33	18.20	19.11	20.06	21.06
<i>Recreation Leader IV</i>	19.64	20.62	21.65	22.74	23.87
<i>Senior Lifeguard</i>	17.33	18.20	19.11	20.06	21.06

EXHIBIT "F"
Effective January 1, 2023

Hourly Salaries					
PART-TIME CLASSIFICATIONS	STEP	STEP	STEP	STEP	STEP
	A	B	C	D	E
<i>Cashier/Locker Room Attendant</i>	15.50	16.28	17.09	17.94	18.84
<i>Code Enforcement Officer</i>	22.44	23.56	24.74	25.98	27.28
<i>Custodian I</i>	15.50	16.28	17.09	17.94	18.84
<i>Custodian II</i>	16.53	17.36	18.22	19.14	20.09
<i>Dispatcher</i>	25.45	26.72	28.06	29.46	30.93
<i>Lifeguard/ Swim Instructor</i>	16.53	17.36	18.22	19.14	20.09
<i>Management Aide</i>	22.77	23.91	25.10	26.36	27.68
<i>Office Aide</i>	16.53	17.36	18.22	19.14	20.09
<i>Office Clerk</i>	15.50	16.28	17.09	17.94	18.84
<i>Office Technician</i>	20.14	21.15	22.20	23.31	24.48
<i>Parking Enforcement Officer</i>	20.14	21.15	22.20	23.31	24.48
<i>Police Cadet</i>	20.14	21.15	22.20	23.31	24.48
<i>Pool Manager</i>	20.14	21.15	22.20	23.31	24.48
<i>Public Works Maintenance Worker</i>	20.14	21.15	22.20	23.31	24.48
<i>Recreation Leader I</i>	15.50	16.28	17.09	17.94	18.84
<i>Recreation Leader II</i>	16.53	17.36	18.22	19.14	20.09
<i>Recreation Leader III</i>	17.83	18.72	19.66	20.64	21.67
<i>Recreation Leader IV</i>	20.14	21.15	22.20	23.31	24.48
<i>Senior Lifeguard</i>	17.83	18.72	19.66	20.64	21.67