

CITY OF CERRITOS

RESOLUTION NO. 2022-34

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CERRITOS AMENDING RESOLUTION NO. 2021-29, REVISING ARTICLE 5, GENERAL COMPENSATION AND CLASSIFICATION AND ARTICLE 26, HEALTH AND LIFE INSURANCE, TO PROVIDE FOR CERTAIN ADJUSTMENTS IN THE EMPLOYMENT SYSTEM AND THE PERSONNEL POLICIES, FOR FULL-TIME NON-EXEMPT EMPLOYEES REPRESENTED BY THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES (AFSCME) LOCAL 619.

WHEREAS, the City Council has authorized and directed for the adoption of the appropriate resolution providing for the changes concerning salaries, fringe benefits, and other terms and conditions of employment; and

WHEREAS, after careful consideration, the City has identified certain changes to the wages, benefits and working conditions of employment for full-time non-exempt employees represented by the American Federation of State, County and Municipal Employees (AFSCME) Local 619.

NOW THEREFORE, THE CITY COUNCIL OF THE CITY OF CERRITOS DOES HEREBY FIND, RESOLVE, AND DECLARE AS FOLLOWS:

SECTION 1. Article 5 of Resolution No. 2021-29 shall be amended as follows:

ARTICLE 5 GENERAL COMPENSATION and CLASSIFICATION

The general salary schedule shall consist of ten steps within each grade and is applicable to positions and classifications in the City.

The salary classification steps for employee classifications represented by the Union for the 2021/2022 fiscal year is presented in Exhibit 1 and reflects a 2% salary increase, effective July 1, 2021.

The full-time classification table and salary grades, effective July 1, 2021 are included in Exhibit 2. The attached classification plan shall be modified as necessary to include newly budgeted positions that fall between salary grades 23-38.

As soon as practical, the City shall grant a payment equal to 2% COLA for a six-month period to active full-time employees. This one-time payment will be administered via the payroll process. CalPERS has sole discretion in determining pensionable compensation. IRS withholding and reporting requirements will apply.

The salary classification steps for employee classifications represented by the Union for the 2022/2023 fiscal year is presented in Exhibit 3 and reflects a 4% salary increase, effective July 1, 2022.

The full-time classification table and salary grades, effective July 1, 2022 are included in Exhibit 4. The attached classification plan shall be modified as necessary to include newly budgeted positions that fall between salary grades 23-38.

The salary classification steps for employee classifications represented by the Union for the 2023/2024 fiscal year is presented in Exhibit 5 and reflects a 2% salary increase, effective July 1, 2023.

The full-time classification table and salary grades, effective July 1, 2023 are included in Exhibit 6. The attached classification plan shall be modified as necessary to include newly budgeted positions that fall between salary grades 23-38.

CalPERS has sole discretion in determining pensionable compensation.

All employees shall receive an additional \$2.00 per hour above base pay for any hour, or portion thereof, they work between 12:00 a.m. and 4:00 a.m. This benefit only applies to the hours worked between 12:00 a.m. and 4:00 a.m. and excludes any hours in which standby and/or callback pay is earned.

SECTION 2. Article 26 of Resolution No. 2021-29 shall be amended as follows:

ARTICLE 26 HEALTH AND LIFE INSURANCE

Plan Types and Enrollment

All full-time employees will be covered as a primary insured under PERS for medical, surgical and hospital insurance.

All full-time employees will be covered as a primary insured under a dental, optical and life insurance plan provided by the City. The dental plan will include a \$2,000 annual cap and orthodontia coverage.

City Contribution

The City will contribute monthly to active and retired employees of PERS the cost of PERS Platinum family coverage, which can be applied towards any PERS health insurance plan.

For employees hired to full-time permanent positions, the City will contribute monthly to active employees the amount necessary to pay up to the full cost of his/her family enrollment in the City's PERS medical, dental, vision and life plan; however, the following exception applies: Employees hired after June 30, 2004 will be required to pay \$30/month toward their dental and vision plan.

Effective July 1, 2022, the City will contribute monthly to retired employees of PERS that retire from the City of Cerritos the full cost of up to the family enrollment in the City's dental and vision plans. Retiree dental and vision benefits are for represented full-time, non-exempt employees that are enrolled in the City's PERS medical plan while working for the City of Cerritos. Eligible full-time, non-exempt employees must retire from the City of Cerritos on or after July 1, 2022 and be enrolled in the City's PERS retiree health insurance plan.

Effective with the PERS amendment, employee retiree health benefits will be based on the member's completed years of credited years of service at retirement. The percentage of employer contribution payable for postretirement health benefits for employees hired after the PERS contract amendment date shall be based on the employee's years of credited PERS service at retirement as follows:

Credited Years of Service	Percentage of Employer Contribution
10	50
11	55
12	60
13	65
14	70
15	75
16	80
17	85
18	90
19	95
20 or more	100

The eligibility requirements, benefit provisions and effective date, will be in accordance with PERS rules and regulations.

Health Rebate

Active employees hired prior to July 1, 2002 as a full-time employee will be eligible to receive a cash rebate for the unused portion of \$780/month, the City's PERS Health contribution. For purposes of calculating the rebate the City's contribution utilized to determine the rebate is \$780/month. All other current and future employees are excluded from this benefit. The qualified employee's rebate will be based on the difference between their PERS medical plan cost and \$780/month.

Life Insurance

Subject to the terms and conditions set forth in the policies of insurance all full-time employees shall be entitled to life insurance coverage as follows:

Grade	23-38	\$50,000
-------	-------	----------

PASSED, APPROVED AND ADOPTED this 25th day of August, 2022.



 Chuong Vo, Mayor

ATTEST:



 Vida Barone, City Clerk

CITY OF CERRITOS CLASSIFICATION STEPS
2021/2022
(2%)

Exhibit 1

CLASSIFICATION STEPS-FULL-TIME NON-EXEMPT EMPLOYEES (Salary last modified 7/1/21)

Grade	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
23 Hourly	21.30	21.74	22.21	22.73	23.25	23.77	24.31	24.86	25.47	26.06
23 Monthly	3,691	3,768	3,850	3,938	4,030	4,119	4,214	4,310	4,415	4,517
25 Hourly	22.21	22.73	23.25	23.77	24.31	24.86	25.47	26.06	26.63	27.22
25 Monthly	3,850	3,938	4,030	4,119	4,214	4,310	4,415	4,517	4,617	4,719
27 Hourly	23.25	23.77	24.31	24.86	25.47	26.06	26.63	27.22	27.82	28.54
27 Monthly	4,030	4,119	4,214	4,310	4,415	4,517	4,617	4,719	4,823	4,947
28 Hourly	23.77	24.31	24.86	25.47	26.06	26.63	27.22	27.82	28.54	29.15
28 Monthly	4,119	4,214	4,310	4,415	4,517	4,617	4,719	4,823	4,947	5,053
29 Hourly	24.31	24.86	25.47	26.06	26.63	27.22	27.82	28.54	29.15	29.87
29 Monthly	4,214	4,310	4,415	4,517	4,617	4,719	4,823	4,947	5,053	5,177
30 Hourly	24.86	25.47	26.06	26.63	27.22	27.82	28.54	29.15	29.87	30.49
30 Monthly	4,310	4,415	4,517	4,617	4,719	4,823	4,947	5,053	5,177	5,286
31 Hourly	25.47	26.06	26.63	27.22	27.82	28.54	29.15	29.87	30.49	31.26
31 Monthly	4,415	4,517	4,617	4,719	4,823	4,947	5,053	5,177	5,286	5,418
32 Hourly	26.06	26.63	27.22	27.82	28.54	29.15	29.87	30.49	31.26	31.93
32 Monthly	4,517	4,617	4,719	4,823	4,947	5,053	5,177	5,286	5,418	5,535
33 Hourly	26.63	27.22	27.82	28.54	29.15	29.87	30.49	31.26	31.93	32.71
33 Monthly	4,617	4,719	4,823	4,947	5,053	5,177	5,286	5,418	5,535	5,670
34 Hourly	27.22	27.82	28.54	29.15	29.87	30.49	31.26	31.93	32.71	33.49
34 Monthly	4,719	4,823	4,947	5,053	5,177	5,286	5,418	5,535	5,670	5,805
35 Hourly	27.82	28.54	29.15	29.87	30.49	31.26	31.93	32.71	33.49	34.28
35 Monthly	4,823	4,947	5,053	5,177	5,286	5,418	5,535	5,670	5,805	5,942
37 Hourly	29.15	29.87	30.49	31.26	31.93	32.71	33.49	34.28	35.06	35.89
37 Monthly	5,053	5,177	5,286	5,418	5,535	5,670	5,805	5,942	6,076	6,221
38 Hourly	29.87	30.49	31.26	31.93	32.71	33.49	34.28	35.06	35.89	36.72
38 Monthly	5,177	5,286	5,418	5,535	5,670	5,805	5,942	6,076	6,221	6,365

Note: In certain cases rounding adjustments may apply.

**CITY OF CERRITOS CLASSIFICATION TABLE
2021/2022**

Exhibit 2

CLASSIFICATIONS-FULL-TIME-NON-EXEMPT (Salary last modified 7/1/21)	GRADE	SALARY/MONTHLY
Custodian I	23	3691/4517
Park Gardener I	27	4030/4947
Custodian II Secretary/Receptionist Tree Trimmer I Water Maintenance I	28	4119/5053
Account Clerk Delivery/Warehouse Clerk Library Clerk	29	4214/5177
Assistant Aquatics Coordinator Business License Officer Event Coordinator Water Meter Reader	30	4310/5286
Building and Safety Clerk Maintenance Mechanic I Senior Account Clerk Senior Business License Officer Ticket Office Coordinator	31	4415/5418
Custodial Leadworker Division Secretary Facility/Volunteer Coordinator Human Services Coordinator Library Assistant Park Gardener II Parking Enforcement Coordinator Senior Services Recreation Coordinator	32	4517/5535
Aquatics Maintenance Specialist Technical Services Assistant Tree Trimmer II Water Maintenance II	33	4617/5670
Audio Specialist Corporate Yard Coordinator Engineering Aide Lighting Specialist Master Carpenter Purchasing Assistant Senior Ticket Office Coordinator Water Meter Repairer	34	4719/5805
Accounting Technician Department Secretary Maintenance Mechanic II Planning Assistant	35	4823/5942
Community Safety Officer Graphic Designer House Coordinator Media Coordinator Sr. Library Assistant Stage Crew Supervisor	37	5053/6221
Building Maintenance Technician Buyer Maintenance Leadworker Parks Leadworker Production Distribution Maintenance Operator Recreation Services Coordinator Trees Leadworker Water Maintenance Leadworker	38	5177/6365

Note: Classifications listed may include active and inactive classifications; additionally previous salary tables should be referenced.

CITY OF CERRITOS CLASSIFICATION STEPS
2022/2023
(4%)

CLASSIFICATION STEPS-FULL-TIME NON-EXEMPT EMPLOYEES (Salary last modified 7/1/22)

Grade	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
23 Hourly	22.15	22.61	23.10	23.64	24.18	24.72	25.28	25.85	26.49	27.10
23 Monthly	3,839	3,919	4,004	4,098	4,191	4,285	4,382	4,481	4,592	4,697
25 Hourly	23.10	23.64	24.18	24.72	25.28	25.85	26.49	27.10	27.70	28.31
25 Monthly	4,004	4,098	4,191	4,285	4,382	4,481	4,592	4,697	4,801	4,907
27 Hourly	24.18	24.72	25.28	25.85	26.49	27.10	27.70	28.31	28.93	29.68
27 Monthly	4,191	4,285	4,382	4,481	4,592	4,697	4,801	4,907	5,015	5,145
28 Hourly	24.72	25.28	25.85	26.49	27.10	27.70	28.31	28.93	29.68	30.32
28 Monthly	4,285	4,382	4,481	4,592	4,697	4,801	4,907	5,015	5,145	5,255
29 Hourly	25.28	25.85	26.49	27.10	27.70	28.31	28.93	29.68	30.32	31.07
29 Monthly	4,382	4,481	4,592	4,697	4,801	4,907	5,015	5,145	5,255	5,385
30 Hourly	25.85	26.49	27.10	27.70	28.31	28.93	29.68	30.32	31.06	31.71
30 Monthly	4,481	4,592	4,697	4,801	4,907	5,015	5,145	5,255	5,385	5,496
31 Hourly	26.49	27.10	27.70	28.31	28.93	29.68	30.32	31.07	31.71	32.51
31 Monthly	4,592	4,697	4,801	4,907	5,015	5,145	5,255	5,385	5,496	5,635
32 Hourly	27.10	27.70	28.31	28.93	29.68	30.32	31.07	31.71	32.51	33.21
32 Monthly	4,697	4,801	4,907	5,015	5,145	5,255	5,385	5,496	5,635	5,756
33 Hourly	27.70	28.31	28.93	29.68	30.32	31.07	31.71	32.51	33.21	34.02
33 Monthly	4,801	4,907	5,015	5,145	5,255	5,385	5,496	5,635	5,756	5,897
34 Hourly	28.31	28.93	29.68	30.32	31.07	31.71	32.51	33.21	34.02	34.83
34 Monthly	4,907	5,015	5,145	5,255	5,385	5,496	5,635	5,756	5,897	6,037
35 Hourly	28.93	29.68	30.32	31.07	31.71	32.51	33.21	34.02	34.83	35.65
35 Monthly	5,015	5,145	5,255	5,385	5,496	5,635	5,756	5,897	6,037	6,179
37 Hourly	30.32	31.07	31.71	32.51	33.21	34.02	34.83	35.65	36.46	37.33
37 Monthly	5,255	5,385	5,496	5,635	5,756	5,897	6,037	6,179	6,320	6,471
38 Hourly	31.07	31.71	32.51	33.21	34.02	34.83	35.65	36.46	37.33	38.19
38 Monthly	5,385	5,496	5,635	5,756	5,897	6,037	6,179	6,320	6,471	6,620

Note: In certain cases rounding adjustments may apply.

**CITY OF CERRITOS CLASSIFICATION TABLE
2022/2023**

Exhibit 4

CLASSIFICATIONS-FULL-TIME-NON-EXEMPT (Salary last modified 7/1/22)	GRADE	SALARY/MONTHLY
Custodian I	23	3839/4697
Park Gardener I	27	4191/5145
Custodian II Secretary/Receptionist Tree Trimmer I Water Maintenance I	28	4285/5255
Account Clerk Delivery/Warehouse Clerk Library Clerk	29	4382/5385
Assistant Aquatics Coordinator Business License Officer Event Coordinator Water Meter Reader	30	4481/5496
Building and Safety Clerk Maintenance Mechanic I Senior Account Clerk Senior Business License Officer Ticket Office Coordinator	31	4592/5635
Custodial Leadworker Division Secretary Facility/Volunteer Coordinator Human Services Coordinator Library Assistant Park Gardener II Parking Enforcement Coordinator Senior Services Recreation Coordinator	32	4697/5756
Aquatics Maintenance Specialist Technical Services Assistant Tree Trimmer II Water Maintenance II	33	4801/5897
Audio Specialist Corporate Yard Coordinator Engineering Aide Lighting Specialist Master Carpenter Purchasing Assistant Senior Ticket Office Coordinator Water Meter Repairer	34	4907/6037
Accounting Technician Department Secretary Maintenance Mechanic II Planning Assistant	35	5015/6179
Community Safety Officer Graphic Designer House Coordinator Media Coordinator Sr. Library Assistant Stage Crew Supervisor	37	5255/6471
Building Maintenance Technician Buyer Maintenance Leadworker Parks Leadworker Production Distribution Maintenance Operator Recreation Services Coordinator Trees Leadworker Water Maintenance Leadworker	38	5385/6620

Note: Classifications listed may include active and inactive classifications; additionally previous salary tables should be referenced.

CITY OF CERRITOS CLASSIFICATION STEPS
2023/2024
(2%)

Exhibit 5

CLASSIFICATION STEPS-FULL-TIME NON-EXEMPT EMPLOYEES (Salary last modified 7/1/23)

Grade	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
23 Hourly	22.59	23.06	23.56	24.11	24.66	25.21	25.79	26.37	27.02	27.64
23 Monthly	3,916	3,997	4,084	4,179	4,274	4,370	4,470	4,271	4,683	4,791
25 Hourly	23.56	24.11	24.66	25.21	25.79	26.37	27.02	27.64	28.25	28.88
25 Monthly	4,084	4,179	4,274	4,370	4,470	4,571	4,683	4,791	4,897	5,006
27 Hourly	24.66	25.21	25.79	26.37	27.02	27.64	28.25	28.88	29.51	30.27
27 Monthly	4,274	4,370	4,470	4,571	4,683	4,791	4,897	5,006	5,115	5,247
28 Hourly	25.21	25.79	26.37	27.02	27.64	28.25	28.88	29.51	30.27	30.93
28 Monthly	4,370	4,470	4,571	4,683	4,791	4,897	5,006	5,115	5,247	5,361
29 Hourly	25.79	26.37	27.02	27.64	28.25	28.88	29.51	30.27	30.93	31.69
29 Monthly	4,470	4,571	4,683	4,791	4,897	5,006	5,115	5,247	5,361	5,493
30 Hourly	26.37	27.02	27.64	28.25	28.88	29.51	30.27	30.93	31.69	32.34
30 Monthly	4,571	4,683	4,791	4,897	5,006	5,115	5,247	5,361	5,493	5,606
31 Hourly	27.02	27.64	28.25	28.88	29.51	30.27	30.93	31.69	32.34	33.16
31 Monthly	4,683	4,791	4,897	5,006	5,115	5,247	5,361	5,493	5,606	5,748
32 Hourly	27.64	28.25	28.88	29.51	30.27	30.93	31.69	32.34	33.16	33.87
32 Monthly	4,791	4,897	5,006	5,115	5,247	5,361	5,493	5,606	5,748	5,871
33 Hourly	28.25	28.88	29.51	30.27	30.93	31.69	32.34	33.16	33.87	34.70
33 Monthly	4,897	5,006	5,115	5,247	5,361	5,493	5,606	5,748	5,871	6,015
34 Hourly	28.88	29.51	30.27	30.93	31.69	32.34	33.16	33.87	34.70	35.53
34 Monthly	5,006	5,115	5,247	5,361	5,493	5,606	5,748	5,871	6,015	6,159
35 Hourly	29.51	30.27	30.93	31.69	32.34	33.16	33.87	34.70	35.53	36.36
35 Monthly	5,115	5,247	5,361	5,493	5,606	5,748	5,871	6,015	6,159	6,302
37 Hourly	30.93	31.69	32.34	33.16	33.87	34.70	35.53	36.36	37.19	38.08
37 Monthly	5,361	5,493	5,606	5,748	5,871	6,015	6,159	6,302	6,446	6,601
38 Hourly	31.69	32.34	33.16	33.87	34.70	35.53	36.36	37.19	38.08	38.95
38 Monthly	5,493	5,606	5,748	5,871	6,015	6,159	6,302	6,446	6,601	6,751

Note: In certain cases rounding adjustments may apply.

**CITY OF CERRITOS CLASSIFICATION TABLE
2023/2024**

Exhibit 6

CLASSIFICATIONS-FULL-TIME-NON-EXEMPT (Salary last modified 7/1/23)	GRADE	SALARY/MONTHLY
Custodian I	23	3916/4791
Park Gardener I	27	4274/5247
Custodian II Secretary/Receptionist Tree Trimmer I Water Maintenance I	28	4370/5361
Account Clerk Delivery/Warehouse Clerk Library Clerk	29	4470/5493
Assistant Aquatics Coordinator Business License Officer Event Coordinator Water Meter Reader	30	4571/5606
Building and Safety Clerk Maintenance Mechanic I Senior Account Clerk Senior Business License Officer Ticket Office Coordinator	31	4683/5748
Custodial Leadworker Division Secretary Facility/Volunteer Coordinator Human Services Coordinator Library Assistant Park Gardener II Parking Enforcement Coordinator Senior Services Recreation Coordinator	32	4791/5871
Aquatics Maintenance Specialist Technical Services Assistant Tree Trimmer II Water Maintenance II	33	4897/6015
Audio Specialist Corporate Yard Coordinator Engineering Aide Lighting Specialist Master Carpenter Purchasing Assistant Senior Ticket Office Coordinator Water Meter Repairer	34	5006/6159
Accounting Technician Department Secretary Maintenance Mechanic II Planning Assistant	35	5115/6302
Community Safety Officer Graphic Designer House Coordinator Media Coordinator Sr. Library Assistant Stage Crew Supervisor	37	5361/6601
Building Maintenance Technician Buyer Maintenance Leadworker Parks Leadworker Production Distribution Maintenance Operator Recreation Services Coordinator Trees Leadworker Water Maintenance Leadworker	38	5493/6751

Note: Classifications listed may include active and inactive classifications; additionally previous salary tables should be referenced.

STATE OF CALIFORNIA)
COUNTY OF LOS ANGELES) ss.
CITY OF CERRITOS)

I, Vida Barone, City Clerk of the City of Cerritos, California, DO HEREBY CERTIFY that the foregoing Resolution No. **2022-34** was duly approved and adopted by the City Council of the City of Cerritos at a Regular Meeting held on the 25th day of August, 2022, and that it was so adopted as follows:

AYES: Councilmembers – Johnson, Solanki, Yokoyama, Barrows, Vo
NOES: Councilmembers – None
ABSENT: Councilmembers – None
ABSTAIN: Councilmembers – None

DATED: August 25, 2022



Vida Barone, City Clerk