

CITY OF CERRITOS

RESOLUTION NO. 2022-36

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CERRITOS AMENDING RESOLUTION NO. 2021-31, REVISING SECTION 4, PART-TIME CONFIDENTIAL TEMPORARY SALARY AND BENEFIT ADMINISTRATION POLICIES, SECTION 7, GENERAL SALARY SCHEDULE, AND SECTION 26, HEALTH AND LIFE INSURANCE, TO PROVIDE FOR CERTAIN ADJUSTMENTS IN THE EMPLOYMENT SYSTEM AND THE PERSONNEL POLICIES, FOR FULL-TIME EXEMPT EMPLOYEES, FULL-TIME CONFIDENTIAL EMPLOYEES, AND PART-TIME CONFIDENTIAL EMPLOYEES.

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 non-represented full-time and part-time employees.

WHEREAS, City Manager and the City Clerk/Treasurer salary adjustments are a part of regularly scheduled employee evaluations and will be considered at that time; but the City Manager and the City Clerk/Treasurer shall continue to receive all benefits, including but not limited to medical, dental, vision, vacation, sick leave, life insurance, and executive leave, all in accordance with City ordinances, resolutions, policies and programs applicable to Department Directors, unless excluded or amended by the City Council.

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

SECTION 1. Section 4 of Resolution No. 2021-31 shall be amended as follows:

SECTION 4. Part-Time Confidential Temporary Salary and Benefit Administration Policies. The following salary tables, policies and employment/benefit practices shall govern the employment/benefit administration for part-time confidential temporary classifications.

- a. Salary Schedules. The City shall grant a 2% salary increase effective July 1, 2021. The salary classification steps for part-time confidential employees is presented in Exhibit 1. The classification table for part-time confidential employees, effective July 1, 2021 are included in Exhibit 2.

CalPERS has sole discretion in determining pensionable compensation.

The salary system will meet minimum wage requirements.

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

Effective July 1, 2022, the City shall adjust the salary schedule to reflect a 4% salary increase. The salary classification steps and the classification table for part-time confidential employees are presented in Exhibits 3 and 4. CalPERS has sole discretion in determining pensionable compensation.

Effective July 1, 2023, the City shall adjust the salary schedule to reflect a 2% salary increase. The salary classification steps and the classification table for part-time confidential employees are presented in Exhibits 5 and 6. CalPERS has sole discretion in determining pensionable compensation.

Employees shall receive a regular unpaid meal period of thirty (30) minutes during each six (6) hour or greater workday and a paid break of fifteen (15) minutes during each four (4) hours of work.

Each part-time confidential employee currently employed at the City who applies for a full-time position with the City shall be interviewed for that position whenever interviews occur.

Compliance with AB 119: Not Applicable. Applies to represented employees only.

The City reserves the right to impose any discipline it deems to be appropriate to the circumstances of a case, but will endeavor to impose progressive discipline where appropriate in a fair and consistent manner. Notwithstanding the foregoing, nothing in the section shall change the at-will status of a part-time confidential employee.

Deferred Comp Plan (Governmental 457(b) Plan). Subject to the terms and conditions set forth in the plan policies, all part-time confidential employees shall be entitled to contribute their income to the City sponsored deferred compensation plan. The City shall deduct from the employee's salary authorized deductions from the pay of those employees who individually request in writing that such deductions be made.

IRS Section 125 Plan. As soon as practical, the City will establish and administer an IRS Section 125 Plan, in which employees may contribute their income towards medical and dependent care expenses on a pre-tax basis. The City shall deduct from the employee's salary authorized deductions from the pay of those confidential employees who individually request in writing that such deductions be made. If fewer than twenty (20) employees enroll in the plan, the cost to administer the plan will be paid by the employees enrolled in the plan.

Effective with this Resolution of 2021, the City will implement salary schedule adjustments to grades 2, 2B, 2C, 2D, 3, 3B, 3C, 3D, 7, 7B, 7C, 7D, 13, 13B, 13C, and 13D. These adjustments will be in effect for all part-time confidential employees in these pay grades.

Effective with this Resolution of 2021, there is a new Layoff and Re-Employment Procedure. This Layoff and Re-Employment Procedure will be in effect for all part-time confidential employees.

- b. In compliance with AB 1522, eligible part-time employees shall accrue sick leave in accordance with the legislation and shall be granted the sick leave with pay to attend to employee's own illness, or illness of a child, spouse, registered domestic partner, parent, grandparent, grandchild, or sibling.

Eligible part-time employees shall be granted their accrued sick leave with pay required to cover the shift. Employee must use a minimum of 2 hours of sick leave.

- c. Effective with the Memorandum of Understanding of 2006-2008, the City implemented a two-tier salary plan. This new salary system will provide a reduction in salaries of 7% for new part-time employees. This new compensation/classification plan, noted as "B", will be in effect for all part-time employees hired after this amendment.

Effective with this Resolution of 2011, the City implemented a third tier salary plan. This new salary system will provide a reduction in salaries of \$1.00 per hour for new part-time employees. This new compensation/classification plan, noted as "C", will be in effect for all part-time employees hired after this amendment.

Employees hired after the City Council's approval of this MOU will be subject to a fourth tier salary table. The fourth tier salary table created for all new employees hired after the approval of this MOU is calculated as follows: all wages/steps are reduced by 7%

below tier three salary table for part-time employees. This is for the purpose of paying the employee's contribution to the Public Employee's Retirement System.

Union Sponsored Short Term Disability: Not Applicable. Applies to represented employees only.

Dues Deductions: Not Applicable. Applies to represented employees only.

The City reserves the right to implement a time clock system which accurately reports attendance of employees and their work time for employees that do not presently use time clocks.

In the event there is difficulty in recruiting and/or retaining qualified personnel, the City Manager, at his sole discretion, may elect to utilize the higher salary tier for part-time employees hired after the adoption of this Resolution.

- d. The first step is the minimum rate and is normally the hiring rate for the class. An employee may be assigned, upon appointment, to other than the normal entering salary step upon the recommendation of the Department Head and Personnel Manager and with approval of the City Manager when it is decided that such action is in the best interest of the City.
- e. The remaining steps are adjustments which may be given based on the performance evaluation to recognize seniority and increased skill on the job. Employees are normally eligible for a merit adjustment after the completion of nine months of service. Each adjustment shall be made at the recommendation of the Department Head and Personnel Manager and if approved by the City Manager.
- f. Public Employees Retirement System. Eligibility requirements, benefit provisions, and effective dates are in accordance with PERS rules and regulations and subject to PERS contract amendments made by the City. The PERS contract currently provides:
 - a. 2.5% at age 55 benefit formula for employees subject to the Resolution No. 2004-28.
 - b. 3% at age 60 benefit formula for employees subject to the Resolution No. 2002-24.

Effective with this Resolution of 2011, the City shall amend the PERS contract to change the benefit formula to 2% at age 60. This benefit formula replaces the 2.5% at age 55 benefit formula for employees hired after the PERS contract amendment date. The eligibility requirements, benefit provisions and effective date will be in accordance with PERS rules and regulations.

These benefits exclude employees retired or separated from the City prior to the amendment's effective date, as determined by PERS.

In compliance with the California Public Employees Pension Reform Act of 2013 (PEPRA), the City will provide "New Members", hired by the City on or after January 1, 2013 and that meet the CalPERS "New Member" definition, the CalPERS 2% at age 62 benefit formula. All "New Members" will be subject to the terms and conditions of PEPRA and will not be eligible for the 3% at age 60 or the 2.5% at age 55 or the 2% at age 60 benefit formulas.

One percent (1%) of the employee's base salary shall be applied by the City to the employee's contribution to the Public Employee's Retirement System. The

employee's base salary has been increased by 7% in the said salary tables so that the City may apply it towards the employee's retirement plan, as applicable.

Effective with the California Public Employees Pension Reform Act of 2013 (PEPRA),

"New Members" hired after January 1, 2013 as defined by CalPERS shall pay 50% of the pension contribution rate. This contribution rate is calculated by CalPERS and is subject to change.

PEPRA limits the availability of some or all benefit options for those defined by CalPERS as "New Members".

Members who elect will also be allowed to purchase up to four years of service credit for any continuous active military or merchant marine service prior to employment (Section 20930.3 of the PERS Optional Benefit Provisions).

Eligible part-time members of PERS will be provided with Fourth Level 1959 Survivor Benefit, PERS Survivor Continuance, and Optional Settlement 2 Death Benefit.

- g. Employees designated as part-time shall not be eligible for any benefits, beyond hourly wages, provided to full-time employees in this Resolution or any other rule, regulation, resolution or City practice.
- h. Active and retired part-time employees enrolled in PERS retirement are eligible to enroll in the PERS health insurance program for the hourly PERS bargaining unit. The City shall contribute \$520 per month to be used towards the PERS health insurance premium. The active part-time employee must work a minimum of 80 hours per month. If the part-time employee falls below 80 hours for more than one month then the part-time employee will be considered on inactive status and responsible for the full cost of their health insurance, but, if the active part-time employee works 1,000 hours in a calendar year they will be reimbursed.

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 part-time confidential employees that are enrolled in the City's PERS medical plan while working for the City of Cerritos. Eligible part-time, temporary 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 this Resolution of 2011, the City shall amend the PERS contract, when permitted by PERS, to require retiree health benefits 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.

- i. Not Applicable. Applies to represented employees only.
- j. Not Applicable. Applies to represented employees only.
- k. Not Applicable. Applies to represented employees only.

- l. Not Applicable. Applies to represented employees only.
- m. Employees required to work on New Year's Day, Martin Luther King, Jr. Day, Memorial Day, July 4th, Labor Day, Thanksgiving Day or Christmas Day shall receive compensation at one and one-half times the number of hours actually worked.
- n. The City agrees to pay \$2.00 per hour above base pay to all employees working between the hours of 12:00 a.m. and 4:00 a.m. This only applies to the hours actually worked between 12:00 a.m. and 4:00 a.m.
- o. Assignment Pay: Not Applicable. Applies to represented employees only.
- p. In the event there is difficulty in recruiting and/or retaining qualified personnel, at the sole discretion of the City Manager, a Department Director, for these specified reasons, may increase the hours of a non-PERS part-time employee so that they may become a member of PERS. The exercise of this option is not grievable.
- q. As provided for in Section 3507.5 of the Meyers-Milias-Brown Act, the City has designated the following positions as confidential: non-exempt positions assigned to the City Manager's Office, Assistant City Manager's Office, Administrative Services Director's Office, the Human Resources Division and City Clerk's Office.
- r. No employee shall be promoted, demoted, discharged, in any way favored or discriminated against because of political opinions or affiliations, race, color, ancestry, national origin, religious creed, age, sex or because of exercise of his/her rights under the Meyers-Milias-Brown Act.

SECTION 2. Section 7 of Resolution No. 2021-31 shall be amended as follows:

SECTION 7. General Salary Schedule. The general salary schedule shall consist of ten steps within each grade and be applicable to positions and classifications in the City.

The salary classification steps for full-time non-exempt confidential and full-time exempt permanent classifications covered by this resolution for the 2021/2022 fiscal year are presented in Exhibits 7 and 8 and reflect a 2% salary increase, effective July 1, 2021. The classification tables for full-time non-exempt confidential and full-time exempt employees, effective July 1, 2021 are included in Exhibits 9 and 10.

As soon as practical, the City shall grant a payment equal to 2% COLA for a six-month period to active full-time non-exempt confidential and active full-time exempt 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 full-time non-exempt confidential and full-time exempt permanent classifications covered by this resolution for the 2022/2023 fiscal year are presented in Exhibits 11 and 12 and reflect a 4% salary increase effective July 1, 2022. The classification tables for full-time non-exempt confidential and full-time exempt employees, effective July 1, 2022 are included in Exhibits 13 and 14.

The salary classification steps for full-time non-exempt confidential and full-time exempt permanent classifications covered by this resolution for the 2023/2024 fiscal year are presented in Exhibits 15 and 16 and reflect a 2% salary increase effective July 1, 2023. The classification tables for full-time non-exempt confidential and full-time exempt employees, effective July 1, 2023 are included in Exhibits 17 and 18. CalPERS has sole discretion in determining pensionable compensation.

SECTION 3. Section 26 of Resolution 2021-31 shall be amended as follows:

SECTION 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 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 full-time exempt and full-time confidential employees that are enrolled in the City's PERS medical plan while working for the City of Cerritos. Eligible full-time exempt and full-time confidential 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 employees shall be covered by term life insurance as follows:

Grade 23 - 38	\$50,000
39 - 68, excluding Division Head Classifications	\$100,000
Division Heads	\$150,000
Department Director and Above	\$200,000
Note: Policy value reduced by age.	

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-TEMPORARY PART-TIME CONFIDENTIAL 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
13 Hourly	16.89	17.31	17.75	18.19	18.65	19.11	19.58	20.07	20.58	21.09
13B Hourly	16.40	16.73	17.07	17.40	17.76	18.11	18.47	18.84	19.22	19.60
13C Hourly	15.92	16.24	16.57	16.89	17.23	17.58	17.93	18.29	18.65	19.02
13D Hourly	15.46	15.70	15.93	16.17	16.41	16.66	16.91	17.17	17.41	17.68
28 Hourly	25.09	25.62	26.23	26.89	27.45	28.11	28.72	29.37	30.10	30.70
28B Hourly	23.34	23.85	24.40	25.02	25.52	26.16	26.70	27.32	28.00	28.55
28C Hourly	22.18	22.69	23.24	23.85	24.37	24.99	25.55	26.16	26.84	27.39
28D Hourly	20.61	21.09	21.60	22.19	22.66	23.25	23.77	24.33	24.96	25.47
32 Hourly	27.58	28.19	28.86	29.50	30.22	30.90	31.66	32.36	33.10	33.85
32B Hourly	25.64	26.22	26.85	27.43	28.09	28.72	29.44	30.09	30.80	31.49
32C Hourly	24.47	25.06	25.67	26.27	26.93	27.57	28.27	28.92	29.63	30.31
32D Hourly	22.77	23.30	23.88	24.43	25.05	25.62	26.28	26.90	27.57	28.19

Note: In certain cases rounding adjustments may apply.

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

CLASSIFICATIONS-PART-TIME CONFIDENTIAL (Salary last modified 7/1/21)	GRADE/ TIER	PAYRATE/HOURLY
Clerical Aide, Confidential	13	16.89/21.09
	13B	16.40/19.60
	13C	15.92/19.02
	13D	15.46/17.68
Human Resources Assistant, Confidential Secretary/Receptionist, Confidential	28	25.09/30.70
	28B	23.34/28.55
	28C	22.18/27.39
	28D	20.61/25.47
Division Secretary, Confidential Human Resources Benefits Coordinator, Confidential	32	27.58/33.85
	32B	25.64/31.49
	32C	24.47/30.31
	32D	22.77/28.19

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

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

Exhibit 3

CLASSIFICATION STEPS-TEMPORARY PART-TIME CONFIDENTIAL 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
13 Hourly	17.57	18.00	18.46	18.92	19.40	19.87	20.36	20.87	21.40	21.93
13B Hourly	17.06	17.40	17.75	18.10	18.47	18.83	19.21	19.59	19.99	20.38
13C Hourly	16.56	16.89	17.23	17.57	17.92	18.28	18.65	19.02	19.40	19.78
13D Hourly	16.08	16.33	16.57	16.82	17.07	17.33	17.59	17.86	18.11	18.39
28 Hourly	26.09	26.65	27.28	27.97	28.55	29.23	29.87	30.55	31.30	31.93
28B Hourly	24.27	24.80	25.38	26.02	26.54	27.21	27.77	28.41	29.12	29.69
28C Hourly	23.07	23.60	24.17	24.80	25.35	25.99	26.57	27.21	27.91	28.49
28D Hourly	21.43	21.93	22.46	23.08	23.57	24.18	24.72	25.30	25.96	26.49
32 Hourly	28.68	29.32	30.01	30.68	31.43	32.14	32.93	33.67	34.42	35.20
32B Hourly	26.67	27.27	27.92	28.53	29.21	29.87	30.62	31.29	32.03	32.75
32C Hourly	25.45	26.06	26.70	27.32	28.01	28.67	29.40	30.08	30.82	31.52
32D Hourly	23.68	24.23	24.84	25.41	26.05	26.65	27.33	27.98	28.67	29.32

Note: In certain cases rounding adjustments may apply.

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

Exhibit 4

CLASSIFICATIONS-PART-TIME CONFIDENTIAL (Salary last modified 7/1/22)	GRADE/ TIER	PAYRATE/HOURLY
Clerical Aide, Confidential	13	17.57/21.93
	13B	17.06/20.38
	13C	16.56/19.78
	13D	16.08/18.39
Human Resources Assistant, Confidential Secretary/Receptionist, Confidential	28	26.09/31.93
	28B	24.27/29.69
	28C	23.07/28.49
	28D	21.43/26.49
Division Secretary, Confidential Human Resources Benefits Coordinator, Confidential	32	28.68/35.20
	32B	26.67/32.75
	32C	25.45/31.52
	32D	23.68/29.32

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-TEMPORARY PART-TIME CONFIDENTIAL 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
13 Hourly	17.92	18.36	18.83	19.30	19.79	20.27	20.77	21.29	21.83	22.37
13B Hourly	17.40	17.75	18.11	18.46	18.84	19.21	19.59	19.98	20.39	20.79
13C Hourly	16.89	17.23	17.58	17.92	18.28	18.65	19.02	19.40	19.79	20.18
13D Hourly	16.40	16.66	16.90	17.16	17.41	17.68	17.94	18.22	18.47	18.76
28 Hourly	26.61	27.18	27.83	28.53	29.12	29.82	30.47	31.16	31.93	32.57
28B Hourly	24.76	25.30	25.89	26.54	27.07	27.75	28.33	28.98	29.70	30.28
28C Hourly	23.53	24.07	24.65	25.30	25.86	26.51	27.10	27.75	28.47	29.06
28D Hourly	21.86	22.37	22.91	23.54	24.04	24.66	25.21	25.81	26.48	27.02
32 Hourly	29.25	29.91	30.61	31.29	32.06	32.78	33.59	34.34	35.11	35.90
32B Hourly	27.20	27.82	28.48	29.10	29.79	30.47	31.23	31.92	32.67	33.41
32C Hourly	25.96	26.58	27.23	27.87	28.57	29.24	29.99	30.68	31.44	32.15
32D Hourly	24.15	24.72	25.34	25.92	26.57	27.18	27.88	28.54	29.24	29.91

Note: In certain cases rounding adjustments may apply.

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

Exhibit 6

CLASSIFICATIONS-PART-TIME CONFIDENTIAL (Salary last modified 7/1/23)	GRADE/ TIER	PAYRATE/HOURLY
Clerical Aide, Confidential	13	17.92/22.37
	13B	17.40/20.79
	13C	16.89/20.18
	13D	16.40/18.76
Human Resources Assistant, Confidential Secretary/Receptionist, Confidential	28	26.61/32.57
	28B	24.76/30.28
	28C	23.53/29.06
	28D	21.86/27.02
Division Secretary, Confidential Human Resources Benefits Coordinator, Confidential	32	29.25/35.90
	32B	27.20/33.41
	32C	25.96/32.15
	32D	24.15/29.91

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

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

Exhibit 7

CLASSIFICATION STEPS-FULL-TIME NON-EXEMPT CONFIDENTIAL 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
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
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
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
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 STEPS
2021/2022
(2%)

Exhibit 8

CLASSIFICATION STEPS-FULL-TIME 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
39 Hourly	30.33	31.05	31.89	32.72	33.54	34.34	35.17	36.05	36.99	37.85
39 Monthly	5,256	5,382	5,527	5,673	5,812	5,953	6,097	6,249	6,410	6,561
40 Hourly	31.05	31.89	32.72	33.54	34.34	35.17	36.05	36.99	37.85	38.92
40 Monthly	5,382	5,527	5,673	5,812	5,953	6,097	6,249	6,410	6,561	6,746
41 Hourly	31.89	32.72	33.54	34.34	35.17	36.05	36.99	37.85	38.92	39.83
41 Monthly	5,527	5,673	5,812	5,953	6,097	6,249	6,410	6,561	6,746	6,904
42 Hourly	32.72	33.54	34.34	35.17	36.05	36.99	37.85	38.92	39.83	40.81
42 Monthly	5,673	5,812	5,953	6,097	6,249	6,410	6,561	6,746	6,904	7,074
43 Hourly	33.54	34.34	35.17	36.05	36.99	37.85	38.92	39.83	40.81	41.85
43 Monthly	5,812	5,953	6,097	6,249	6,410	6,561	6,746	6,904	7,074	7,254
45 Hourly	35.17	36.05	36.99	37.85	38.92	39.83	40.81	41.85	42.90	44.00
45 Monthly	6,097	6,249	6,410	6,561	6,746	6,904	7,074	7,254	7,436	7,627
46 Hourly	36.05	36.99	37.85	38.92	39.83	40.81	41.85	42.90	44.00	45.01
46 Monthly	6,249	6,410	6,561	6,746	6,904	7,074	7,254	7,436	7,627	7,802
47 Hourly	36.99	37.85	38.92	39.83	40.81	41.85	42.90	44.00	45.01	46.18
47 Monthly	6,410	6,561	6,746	6,904	7,074	7,254	7,436	7,627	7,802	8,005
48 Hourly	37.85	38.92	39.83	40.81	41.85	42.90	44.00	45.01	46.18	47.37
48 Monthly	6,561	6,746	6,904	7,074	7,254	7,436	7,627	7,802	8,005	8,209
49 Hourly	38.92	39.83	40.81	41.85	42.90	44.00	45.01	46.18	47.37	48.53
49 Monthly	6,746	6,904	7,074	7,254	7,436	7,627	7,802	8,005	8,209	8,412
50 Hourly	39.83	40.81	41.86	42.90	44.00	45.01	46.18	47.37	48.53	49.72
50 Monthly	6,904	7,074	7,255	7,436	7,627	7,802	8,005	8,209	8,412	8,617
51 Hourly	40.81	41.85	42.90	44.00	45.01	46.18	47.37	48.53	49.72	50.98
51 Monthly	7,074	7,254	7,436	7,627	7,802	8,005	8,209	8,412	8,617	8,836
53 Hourly	42.90	44.00	45.01	46.18	47.37	48.53	49.72	50.98	52.29	53.58
53 Monthly	7,436	7,627	7,802	8,005	8,209	8,412	8,617	8,836	9,062	9,287
55 Hourly	45.01	46.18	47.37	48.53	49.72	50.98	52.29	53.58	54.97	56.29
55 Monthly	7,802	8,005	8,209	8,412	8,617	8,836	9,062	9,287	9,527	9,758
58 Hourly	48.53	49.72	50.98	52.29	53.58	54.97	56.29	57.68	59.10	60.58
58 Monthly	8,412	8,617	8,836	9,062	9,287	9,527	9,758	9,998	10,244	10,499
60 Hourly	50.98	52.29	53.58	54.97	56.29	57.68	59.10	60.58	62.15	63.64
60 Monthly	8,836	9,062	9,287	9,527	9,758	9,998	10,244	10,499	10,772	11,031
61 Hourly	52.29	53.58	54.97	56.29	57.68	59.10	60.58	62.15	63.64	65.26
61 Monthly	9,062	9,287	9,527	9,758	9,998	10,244	10,499	10,772	11,031	11,312
62 Hourly	53.58	54.97	56.29	57.68	59.10	60.58	62.15	63.64	65.26	66.90
62 Monthly	9,287	9,527	9,758	9,998	10,244	10,499	10,772	11,031	11,312	11,596
63 Hourly	54.93	56.30	57.75	59.13	60.61	62.11	63.66	65.30	66.88	68.58
63 Monthly	9,520	9,760	10,010	10,249	10,506	10,766	11,034	11,319	11,592	11,889
64 Hourly	56.29	57.68	59.10	60.58	62.15	63.64	65.26	66.91	68.58	70.31
64 Monthly	9,758	9,998	10,244	10,499	10,772	11,031	11,312	11,597	11,886	12,186
68 Hourly	62.15	63.64	65.26	66.91	68.58	70.31	72.05	73.84	75.69	77.58
68 Monthly	10,772	11,031	11,312	11,597	11,886	12,186	12,490	12,799	13,120	13,448
69 Hourly	63.64	65.26	66.91	68.57	70.31	72.05	73.84	75.69	77.58	79.48
69 Monthly	11,031	11,312	11,597	11,886	12,186	12,490	12,799	13,120	13,448	13,777
72 Hourly	68.58	70.31	72.05	73.84	75.69	77.58	79.48	81.52	83.53	85.65
72 Monthly	11,886	12,186	12,490	12,799	13,120	13,448	13,777	14,129	14,479	14,845
73 Hourly	70.30	72.05	73.85	75.69	77.59	79.53	81.53	83.56	85.65	87.78
73 Monthly	12,183	12,488	12,800	13,119	13,448	13,784	14,128	14,482	14,844	15,215
74 Hourly	72.05	73.83	75.67	77.54	79.48	81.50	83.51	85.61	87.78	89.91
74 Monthly	12,489	12,797	13,116	13,441	13,777	14,125	14,475	14,838	15,215	15,585
75 Hourly	73.83	75.67	77.54	79.48	81.50	83.51	85.61	87.78	89.91	92.17
75 Monthly	12,797	13,116	13,441	13,777	14,125	14,475	14,838	15,215	15,585	15,976
76 Hourly	75.67	77.54	79.47	81.50	83.51	85.61	87.78	89.91	92.18	94.49
76 Monthly	13,116	13,441	13,775	14,125	14,475	14,838	15,215	15,585	15,978	16,379
77 Hourly	77.57	79.46	81.48	83.53	85.61	87.75	89.94	92.15	94.49	96.86
77 Monthly	13,446	13,773	14,122	14,479	14,838	15,210	15,591	15,973	16,379	16,788

Note: In certain cases rounding adjustments may apply.

Exhibit 8

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

CLASSIFICATIONS-FULL-TIME CONFIDENTIAL (Salary last modified 7/1/21)	GRADE	SALARY/MONTHLY
Secretary/Receptionist, Confidential	28	4119/5053
Secretary to the City Clerk, Confidential	30	4310/5286
Division Secretary, Confidential	32	4517/5535
Accounting Technician, Confidential Department Secretary, Confidential Human Resources Technician, Confidential	35	4823/5942
Deputy City Clerk/Records Coordinator, Confidential	37	5053/6221
Administrative Secretary, Confidential	38	5177/6365

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

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

CLASSIFICATIONS-FULL-TIME EXEMPT (Salary last modified 7/1/21)	GRADE	SALARY/MONTHLY
Human Resources Analyst	39	5256/6561
Code Enforcement Officer Information Technician I Video Production Specialist	40	5382/6746
Custodial Services Supervisor Library Supervisor	41	5527/6904
Associate Planner GIS Analyst Information Technician II Librarian I	42	5673/7074
Administrative Assistant Assistant City Clerk Communications Specialist Public Works Inspector Senior Code Enforcement Officer Senior Services Supervisor Water Constr./ Cross-Conn. Control Inspector	43	5812/7254
Building Maintenance Engineer Maintenance Supervisor Parks Supervisor Trees Supervisor	45	6097/7627
Management Analyst	46	6249/7802
Accountant Event Sales Manager Marketing Supervisor Water Supervisor	47	6410/8005
Community Services Supervisor IT Analyst Personnel Administrator Senior Planner	48	6561/8209
Assistant Civil Engineer GIS Administrator Librarian II Recreation Services Supervisor Senior Accountant Utility Analyst	49	6746/8412
IT Supervisor	51	7074/8836
Accounting Supervisor Associate Civil Engineer Community Participation Manager Network Administrator Electric Utility Manager Manager	53	7436/9287
Advanced Planning Manager Current Planning Manager Environmental Services Manager Public Information Manager Support Services Manager Manager	55	7802/9758
Budget Manager Maintenance Superintendent Parks Superintendent Manager	58	8412/10499

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

CLASSIFICATIONS-FULL-TIME EXEMPT (Salary last modified 7/1/21)	GRADE	SALARY/MONTHLY
Assistant City Engineer City & Theater Marketing Manager Performance Manager Technical Administrator Manager	60	8836/11031
Community Safety Manager Public Safety Manager Recreation Services Superintendent Theater Administrator Utilities Administrator Water Superintendent Manager	61	9062/11312
Manager	62	9287/11596
City Librarian City Librarian and Marketing Manager Deputy City Manager Deputy Director Public Works/City Engineer Finance Manager Information Technology Manager Personnel/Risk Manager Theater Manager Manager	64	9758/12186
Assistant City Manager	68	10772/13448
Community Development Director Director of Community & Cultural Services Director of Public Works/City Engineer Theater Executive Director Director	72	11886/14845
Director of Public Works/Water & Power City Engineer Director of Public Works/Water & Power	74	12489/15585
Senior Assistant City Manager	77	13446/16788

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

CLASSIFICATIONS APPOINTED BY CITY COUNCIL		SALARY
City Manager	---	\$231,601/yr Effective 7/1/21
City Clerk/City Treasurer	---	\$152,490/yr Effective 7/1/21
City Attorney	---	\$12,075/month Effective 12/30/06

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

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

Exhibit 11

CLASSIFICATION STEPS-FULL-TIME NON-EXEMPT CONFIDENTIAL 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
26 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
30 Hourly	25.85	26.49	27.10	27.70	28.31	28.93	29.68	30.32	31.07	31.71
30 Monthly	4,481	4,592	4,697	4,801	4,907	5,015	5,145	5,255	5,385	5,496
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
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 STEPS
2022/2023
(4%)

Exhibit 12

CLASSIFICATION STEPS-FULL TIME 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
39 Hourly	31.54	32.29	33.17	34.03	34.88	35.71	36.58	37.49	38.47	39.36
39 Monthly	5,467	5,597	5,749	5,899	6,046	6,190	6,341	6,498	6,668	6,822
40 Hourly	32.29	33.17	34.03	34.88	35.71	36.58	37.49	38.47	39.36	40.48
40 Monthly	5,597	5,749	5,899	6,046	6,190	6,341	6,498	6,668	6,822	7,017
41 Hourly	33.17	34.03	34.88	35.71	36.58	37.49	38.47	39.36	40.48	41.42
41 Monthly	5,749	5,899	6,046	6,190	6,341	6,498	6,668	6,822	7,017	7,179
42 Hourly	34.03	34.88	35.71	36.58	37.49	38.47	39.36	40.48	41.42	42.44
42 Monthly	5,899	6,046	6,190	6,341	6,498	6,668	6,822	7,017	7,179	7,356
43 Hourly	34.88	35.71	36.58	37.49	38.47	39.36	40.48	41.42	42.44	43.52
43 Monthly	6,046	6,190	6,341	6,498	6,668	6,822	7,017	7,179	7,356	7,543
45 Hourly	36.58	37.49	38.47	39.36	40.48	41.42	42.44	43.52	44.62	45.76
45 Monthly	6,341	6,498	6,668	6,822	7,017	7,179	7,356	7,543	7,734	7,932
46 Hourly	37.49	38.47	39.36	40.48	41.42	42.44	43.52	44.62	45.76	46.81
46 Monthly	6,498	6,668	6,822	7,017	7,179	7,356	7,543	7,734	7,932	8,114
47 Hourly	38.47	39.36	40.48	41.42	42.44	43.52	44.62	45.76	46.81	48.03
47 Monthly	6,668	6,822	7,017	7,179	7,356	7,543	7,734	7,932	8,114	8,325
48 Hourly	39.36	40.48	41.42	42.44	43.52	44.62	45.76	46.81	48.03	49.27
48 Monthly	6,822	7,017	7,179	7,356	7,543	7,734	7,932	8,114	8,325	8,540
49 Hourly	40.48	41.42	42.44	43.52	44.62	45.76	46.81	48.03	49.27	50.47
49 Monthly	7,017	7,179	7,356	7,543	7,734	7,932	8,114	8,325	8,540	8,748
50 Hourly	41.42	42.44	43.53	44.62	45.76	46.81	48.03	49.27	50.47	51.71
50 Monthly	7,179	7,356	7,545	7,734	7,932	8,114	8,325	8,540	8,748	8,963
51 Hourly	42.44	43.52	44.62	45.76	46.81	48.03	49.27	50.47	51.71	53.02
51 Monthly	7,356	7,543	7,734	7,932	8,114	8,325	8,540	8,748	8,963	9,190
53 Hourly	44.62	45.76	46.81	48.03	49.27	50.47	51.71	53.02	54.38	55.72
53 Monthly	7,734	7,932	8,114	8,325	8,540	8,748	8,963	9,190	9,426	9,658
55 Hourly	46.81	48.03	49.27	50.47	51.71	53.02	54.38	55.72	57.17	58.54
55 Monthly	8,114	8,325	8,540	8,748	8,963	9,190	9,426	9,658	9,909	10,147
58 Hourly	50.47	51.71	53.02	54.38	55.72	57.17	58.54	59.99	61.46	63.00
58 Monthly	8,748	8,963	9,190	9,426	9,658	9,909	10,147	10,398	10,653	10,920
60 Hourly	53.02	54.38	55.72	57.17	58.54	59.99	61.46	63.00	64.64	66.19
60 Monthly	9,190	9,426	9,658	9,909	10,147	10,398	10,653	10,920	11,204	11,473
61 Hourly	54.38	55.72	57.17	58.54	59.99	61.46	63.00	64.64	66.19	67.87
61 Monthly	9,426	9,658	9,909	10,147	10,398	10,653	10,920	11,204	11,473	11,764
62 Hourly	55.72	57.17	58.54	59.99	61.46	63.00	64.64	66.19	67.87	69.58
62 Monthly	9,658	9,909	10,147	10,398	10,653	10,920	11,204	11,473	11,764	12,061
63 Hourly	57.13	58.55	60.06	61.50	63.03	64.59	66.21	67.91	69.56	71.33
63 Monthly	9,903	10,149	10,410	10,660	10,925	11,196	11,476	11,771	12,057	12,364
64 Hourly	58.54	59.99	61.46	63.00	64.64	66.19	67.87	69.59	71.32	73.12
64 Monthly	10,147	10,398	10,653	10,920	11,204	11,473	11,764	12,062	12,362	12,674
68 Hourly	64.64	66.19	67.87	69.59	71.32	73.12	74.93	76.79	78.72	80.68
68 Monthly	11,204	11,473	11,764	12,062	12,362	12,674	12,988	13,310	13,645	13,985
69 Hourly	66.19	67.87	69.59	71.32	73.12	74.93	76.79	78.72	80.68	82.66
69 Monthly	11,473	11,764	12,062	12,362	12,674	12,988	13,310	13,645	13,985	14,328
72 Hourly	71.32	73.12	74.93	76.79	78.72	80.68	82.66	84.78	86.87	89.08
72 Monthly	12,362	12,674	12,988	13,310	13,645	13,985	14,328	14,695	15,057	15,441
73 Hourly	73.11	74.93	76.80	78.72	80.69	82.71	84.79	86.90	89.08	91.29
73 Monthly	12,672	12,988	13,312	13,645	13,986	14,336	14,697	15,063	15,441	15,824
74 Hourly	74.93	76.78	78.70	80.64	82.66	84.76	86.85	89.03	91.29	93.51
74 Monthly	12,988	13,309	13,641	13,978	14,328	14,692	15,054	15,432	15,824	16,208
75 Hourly	76.78	78.70	80.64	82.66	84.76	86.85	89.03	91.29	93.51	95.86
75 Monthly	13,309	13,641	13,978	14,328	14,692	15,054	15,432	15,824	16,208	16,616
76 Hourly	78.70	80.64	82.65	84.76	86.85	89.03	91.29	93.51	95.87	98.27
76 Monthly	13,641	13,978	14,326	14,692	15,054	15,432	15,824	16,208	16,617	17,033
77 Hourly	80.67	82.64	84.74	86.87	89.03	91.26	93.54	95.84	98.27	100.73
77 Monthly	13,983	14,324	14,688	15,057	15,432	15,818	16,214	16,612	17,033	17,460

Note: In certain cases rounding adjustments may apply.

Exhibit 12

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

Exhibit 13

CLASSIFICATIONS-FULL-TIME CONFIDENTIAL (Salary last modified 7/1/22)	GRADE	SALARY/MONTHLY
Secretary/Receptionist, Confidential	28	4285/5255
Secretary to the City Clerk, Confidential	30	4481/5496
Division Secretary, Confidential	32	4697/5756
Accounting Technician, Confidential Department Secretary, Confidential Human Resources Technician, Confidential	35	5015/6179
Deputy City Clerk/Records Coordinator, Confidential	37	5255/6471
Administrative Secretary, Confidential	38	5385/6620

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

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

Exhibit 14

CLASSIFICATIONS-FULL-TIME EXEMPT (Salary last modified 7/1/22)	GRADE	SALARY/MONTHLY
Human Resources Analyst	39	5467/6822
Code Enforcement Officer	40	5597/7017
Information Technician I Video Production Specialist	41	5749/7179
Custodial Services Supervisor Library Supervisor	42	5899/7356
Associate Planner GIS Analyst Information Technician II Librarian I	43	6046/7543
Administrative Assistant Assistant City Clerk Communications Specialist Public Works Inspector Senior Code Enforcement Officer Senior Services Supervisor Water Constr./ Cross-Conn. Control Inspector	45	6341/7932
Building Maintenance Engineer Maintenance Supervisor Parks Supervisor Trees Supervisor	46	6498/8114
Management Analyst	47	6668/8325
Accountant Event Sales Manager Marketing Supervisor Water Supervisor	48	6822/8540
Community Services Supervisor IT Analyst Personnel Administrator Senior Planner	49	7017/8748
Assistant Civil Engineer GIS Administrator Librarian II Recreation Services Supervisor Senior Accountant Utility Analyst	51	7356/9190
IT Supervisor	53	7734/9658
Accounting Supervisor Associate Civil Engineer Community Participation Manager Network Administrator Electric Utility Manager Manager	55	8114/10147
Advanced Planning Manager Current Planning Manager Environmental Services Manager Public Information Manager Support Services Manager Manager	58	8748/10920
Budget Manager Maintenance Superintendent Parks Superintendent Manager		

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

Exhibit 14

CLASSIFICATIONS-FULL-TIME EXEMPT (Salary last modified 7/1/22)

	GRADE	SALARY/MONTHLY
Assistant City Engineer City & Theater Marketing Manager Performance Manager Technical Administrator Manager	60	9190/11473
Community Safety Manager Public Safety Manager Recreation Services Superintendent Theater Administrator Utilities Administrator Water Superintendent Manager	61	9426/11764
City Librarian	62	9658/12061
City Librarian and Marketing Manager Deputy City Manager Deputy Director Public Works/City Engineer Finance Manager Information Technology Manager Personnel/Risk Manager Theater Manager Manager	64	10147/12674
Assistant City Manager	68	11204/13985
Community Development Director Director of Community & Cultural Services Director of Public Works/City Engineer Theater Executive Director Director	72	12362/15441
Director of Public Works/Water & Power City Engineer Director of Public Works/Water & Power	74	12988/16208
Senior Assistant City Manager	77	13983/17460

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

CLASSIFICATIONS APPOINTED BY CITY COUNCIL

		SALARY
City Manager	---	\$240,864/yr Effective 7/1/22
City Clerk/City Treasurer	---	\$158,592/yr Effective 7/1/22
City Attorney	---	\$12,075/month Effective 12/30/06

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 15

CLASSIFICATION STEPS-FULL-TIME NON-EXEMPT CONFIDENTIAL 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
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
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
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
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 STEPS
2023/2024
(2%)**

Exhibit 16

CLASSIFICATION STEPS-FULL TIME 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
39 Hourly	32.17	32.94	33.83	34.71	35.58	36.42	37.31	38.24	39.24	40.15
39 Monthly	5,576	5,710	5,864	6,016	6,167	6,313	6,467	6,628	6,802	6,959
40 Hourly	32.94	33.83	34.71	35.58	36.42	37.31	38.24	39.24	40.15	41.29
40 Monthly	5,710	5,864	6,016	6,167	6,313	6,467	6,628	6,802	6,959	7,157
41 Hourly	33.83	34.71	35.58	36.42	37.31	38.24	39.24	40.15	41.29	42.25
41 Monthly	5,864	6,016	6,167	6,313	6,467	6,628	6,802	6,959	7,157	7,323
42 Hourly	34.71	35.58	36.42	37.31	38.24	39.24	40.15	41.29	42.25	43.29
42 Monthly	6,016	6,167	6,313	6,467	6,628	6,802	6,959	7,157	7,323	7,504
43 Hourly	35.58	36.42	37.31	38.24	39.24	40.15	41.29	42.25	43.29	44.39
43 Monthly	6,167	6,313	6,467	6,628	6,802	6,959	7,157	7,323	7,504	7,694
45 Hourly	37.31	38.24	39.24	40.15	41.29	42.25	43.29	44.39	45.51	46.68
45 Monthly	6,467	6,628	6,802	6,959	7,157	7,323	7,504	7,694	7,888	8,091
46 Hourly	38.24	39.24	40.15	41.29	42.25	43.29	44.39	45.51	46.68	47.75
46 Monthly	6,628	6,802	6,959	7,157	7,323	7,504	7,694	7,888	8,091	8,277
47 Hourly	39.24	40.15	41.29	42.25	43.29	44.39	45.51	46.68	47.75	48.99
47 Monthly	6,802	6,959	7,157	7,323	7,504	7,694	7,888	8,091	8,277	8,492
48 Hourly	40.15	41.29	42.25	43.29	44.39	45.51	46.68	47.75	48.99	50.26
48 Monthly	6,959	7,157	7,323	7,504	7,694	7,888	8,091	8,277	8,492	8,712
49 Hourly	41.29	42.25	43.29	44.39	45.51	46.68	47.75	48.99	50.26	51.48
49 Monthly	7,157	7,323	7,504	7,694	7,888	8,091	8,277	8,492	8,712	8,923
50 Hourly	42.25	43.29	44.40	45.51	46.68	47.75	48.99	50.26	51.48	52.74
50 Monthly	7,323	7,504	7,696	7,888	8,091	8,277	8,492	8,712	8,923	9,142
51 Hourly	43.29	44.39	45.51	46.68	47.75	48.99	50.26	51.48	52.74	54.08
51 Monthly	7,504	7,694	7,888	8,091	8,277	8,492	8,712	8,923	9,142	9,374
53 Hourly	45.51	46.68	47.75	48.99	50.26	51.48	52.74	54.08	55.47	56.83
53 Monthly	7,888	8,091	8,277	8,492	8,712	8,923	9,142	9,374	9,615	9,851
55 Hourly	47.75	48.99	50.26	51.48	52.74	54.08	55.47	56.83	58.31	59.71
55 Monthly	8,277	8,492	8,712	8,923	9,142	9,374	9,615	9,851	10,107	10,352
58 Hourly	51.48	52.74	54.08	55.47	56.83	58.31	59.71	61.19	62.69	64.26
58 Monthly	8,923	9,142	9,374	9,615	9,851	10,107	10,350	10,606	10,866	11,138
60 Hourly	54.08	55.47	56.83	58.31	59.71	61.19	62.69	64.26	65.93	67.51
60 Monthly	9,374	9,615	9,851	10,107	10,350	10,606	10,866	11,138	11,428	11,702
61 Hourly	55.47	56.83	58.31	59.71	61.19	62.69	64.26	65.93	67.51	69.23
61 Monthly	9,615	9,851	10,107	10,350	10,606	10,866	11,138	11,428	11,702	12,000
62 Hourly	56.83	58.31	59.71	61.19	62.69	64.26	65.93	67.51	69.23	70.97
62 Monthly	9,851	10,107	10,350	10,606	10,866	11,138	11,428	11,702	12,000	12,301
63 Hourly	58.27	59.72	61.26	62.73	64.29	65.88	67.53	69.27	70.95	72.76
63 Monthly	10,100	10,351	10,618	10,873	11,144	11,419	11,705	12,007	12,298	12,612
64 Hourly	59.71	61.19	62.69	64.26	65.93	67.51	69.23	70.98	72.75	74.58
64 Monthly	10,350	10,606	10,866	11,138	11,428	11,702	12,000	12,303	12,610	12,927
68 Hourly	65.93	67.51	69.23	70.98	72.75	74.58	76.43	78.33	80.29	82.29
68 Monthly	11,428	11,702	12,000	12,303	12,610	12,927	13,248	13,577	13,917	14,264
69 Hourly	67.51	69.23	70.98	72.75	74.58	76.43	78.33	80.29	82.29	84.31
69 Monthly	11,702	12,000	12,303	12,610	12,927	13,248	13,577	13,917	14,264	14,614
72 Hourly	72.75	74.58	76.43	78.33	80.29	82.29	84.31	86.48	88.61	90.86
72 Monthly	12,610	12,927	13,248	13,577	13,917	14,264	14,614	14,990	15,359	15,749
73 Hourly	74.57	76.43	78.34	80.29	82.30	84.36	86.49	88.64	90.86	93.12
73 Monthly	12,925	13,248	13,579	13,917	14,265	14,622	14,992	15,364	15,749	16,141
74 Hourly	76.43	78.32	80.27	82.25	84.31	86.46	88.59	90.81	93.12	95.38
74 Monthly	13,248	13,575	13,913	14,257	14,614	14,986	15,356	15,740	16,141	16,533
75 Hourly	78.32	80.27	82.25	84.31	86.46	88.59	90.81	93.12	95.38	97.78
75 Monthly	13,575	13,913	14,257	14,614	14,986	15,356	15,740	16,141	16,533	16,949
76 Hourly	80.27	82.25	84.30	86.46	88.59	90.81	93.12	95.38	97.79	100.24
76 Monthly	13,913	14,257	14,612	14,986	15,356	15,740	16,141	16,533	16,950	17,375
77 Hourly	82.28	84.29	86.44	88.61	90.81	93.09	95.41	97.76	100.24	102.75
77 Monthly	14,262	14,610	14,983	15,359	15,740	16,136	16,538	16,945	17,375	17,810

Note: In certain cases rounding adjustments may apply.

Exhibit 16

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

Exhibit 17

CLASSIFICATIONS-FULL-TIME CONFIDENTIAL (Salary last modified 7/1/23)	GRADE	SALARY/MONTHLY
Secretary/Receptionist, Confidential	28	4370/5361
Secretary to the City Clerk, Confidential	30	4571/5606
Division Secretary, Confidential	32	4791/5871
Accounting Technician, Confidential	35	5115/6302
Department Secretary, Confidential		
Human Resources Technician, Confidential		
Deputy City Clerk/Records Coordinator, Confidential	37	5361/6601
Administrative Secretary, Confidential	38	5493/6751

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

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

Exhibit 18

CLASSIFICATIONS-FULL-TIME EXEMPT (Salary last modified 7/1/23)	GRADE	SALARY/MONTHLY
Human Resources Analyst	39	5576/6959
Code Enforcement Officer	40	5710/7157
Information Technician I Video Production Specialist		
Custodial Services Supervisor Library Supervisor	41	5864/7323
Associate Planner GIS Analyst Information Technician II Librarian I	42	6016/7504
Administrative Assistant Assistant City Clerk Communications Specialist Public Works Inspector Senior Code Enforcement Officer Senior Services Supervisor Water Constr./ Cross-Conn. Control Inspector	43	6167/7694
Building Maintenance Engineer Maintenance Supervisor Parks Supervisor Trees Supervisor	45	6467/8091
Management Analyst	46	6628/8277
Accountant	47	6802/8492
Event Sales Manager Marketing Supervisor Water Supervisor		
Community Services Supervisor IT Analyst Personnel Administrator Senior Planner	48	6959/8712
Assistant Civil Engineer GIS Administrator Librarian II Recreation Services Supervisor Senior Accountant Utility Analyst	49	7157/8923
IT Supervisor	51	7504/9374
Accounting Supervisor Associate Civil Engineer Community Participation Manager Network Administrator Electric Utility Manager Manager	53	7888/9851
Advanced Planning Manager Current Planning Manager Environmental Services Manager Public Information Manager Support Services Manager Manager	55	8277/10352
Budget Manager Maintenance Superintendent Parks Superintendent Manager	58	8923/11138

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

Exhibit 18

CLASSIFICATIONS-FULL-TIME EXEMPT (Salary last modified 7/1/23)	GRADE	SALARY/MONTHLY
Assistant City Engineer City & Theater Marketing Manager Performance Manager Technical Administrator Manager	60	9374/11702
Community Safety Manager Public Safety Manager Recreation Services Superintendent Theater Administrator Utilities Administrator Water Superintendent Manager	61	9615/12000
City Librarian	62	9851/12301
City Librarian and Marketing Manager Deputy City Manager Deputy Director Public Works/City Engineer Finance Manager Information Technology Manager Personnel/Risk Manager Theater Manager Manager	64	10350/12927
Assistant City Manager	68	11428/14264
Community Development Director Director of Community & Cultural Services Director of Public Works/City Engineer Theater Executive Director Director	72	12610/15749
Director of Public Works/Water & Power City Engineer Director of Public Works/Water & Power	74	13248/16533
Senior Assistant City Manager	77	14262/17810

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

CLASSIFICATIONS APPOINTED BY CITY COUNCIL	SALARY
City Manager	--- \$245,690/yr Effective 7/1/23
City Clerk/City Treasurer	--- \$161,782/yr Effective 7/1/23
City Attorney	--- \$12,075/month Effective 12/30/06

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. 2022-36** 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