CITY OF CERRITOS

RESOLUTION NO. 2023-15

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CERRITOS AMENDING RESOLUTION NO. 2022-36, REVISING SECTION 4, PART-TIME CONFIDENTIAL TEMPORARY SALARY AND BENEFIT ADMINISTRATION POLICIES, SECTION 7, GENERAL SALARY SCHEDULE, AND SECTION 26, HEALTH AND LIFE INSURANCE, AND AMENDING RESOLUTION NO. 2021-31, REVISING SECTION 17, EXPENSE ALLOWANCES, 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. 2022-36 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 December 11, 2022, the City shall adjust the salary schedule to reflect a 6% salary increase. The salary classification steps and the classification table for part-time confidential employees, effective December 11, 2022 are presented in Exhibits 5 and 6. 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, effective July 1, 2023 are presented in Exhibits 7 and 8. 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.

<u>As soon as practical, the following enhancements will be incorporated into the dental plan provided by the City for eligible part-time confidential employees:</u>

1. <u>The annual dental plan maximum will be $2,500.</u>
2. <u>The orthodontia lifetime plan maximum will be $2,500.</u>
3. <u>The dental basic services coverage will be 90%.</u>
4. <u>The dental major services coverage will be 60%.</u>

<u>Active and retired part-time confidential employees enrolled in PERS retirement and the PERS health insurance program are eligible to enroll in the City's dental plan.</u>

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. 2022-36 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 9 and 10 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 11 and 12.

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 13 and 14 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 15 and 16.

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 17 and 18 and reflect a 6% salary increase effective December 11, 2022. The classification tables for full-time non-exempt confidential and full-time exempt employees, effective December 11, 2022 are included in Exhibits 19 and 20.

Effective April 1, 2023, the City shall adjust the salary schedule to reflect a salary increase per month for the listed full-time exempt permanent classifications as follows:

a. $500 dollars for grades 53 through Division Head
b. $600 dollars for Department Directors and above and City Clerk
c. $950 dollars for City Manager

The classification steps and the classification tables reflecting this monthly salary increase effective April 1, 2023 are included in Exhibits 21 and 22.

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 23 and 24 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 25 and 26.

CalPERS has sole discretion in determining pensionable compensation.

SECTION 3. Section 26 of Resolution 2022-36 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 $2,500 annual cap and orthodontia coverage.

As soon as practical, the following enhancements will be incorporated into the dental and optical plans provided by the City:

1. The dental basic services coverage will be 90%.
2. The dental major services coverage will be 60%.
3. The vision exam copay will be reduced to $0.
4. The lenses and frame frequency will be 12 months.

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 April 1, 2023, employees hired after June 30, 2004 will not 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.	

SECTION 4. Section 17 of Resolution 2021-31 shall be amended as follows:

SECTION 17. Expense Allowances. In City travel, expense claims for use of private automobiles must be approved by the Department Director. Such use will be paid at the IRS reimbursement rate. The IRS reimbursement rate will be reviewed and adjusted accordingly July 1 of every year.

a. **Car Allowance:** A car allowance in lieu of mileage for normal day-to-day operation will be allocated in the amount of $300 per month for grades 53 through all Division Head classifications, $400 per month for all Department Director classifications and above, and $750 per month for the City Manager.

Effective April 1, 2023 in lieu of a car allowance, the amount of car allowance plus $200 dollars shall be incorporated into the monthly salary as follows:

a. $500 dollars for grades 53 through Division Head
b. $600 dollars for Department Directors and above and City Clerk
c. $950 dollars for City Manager

In addition, these City employees, including the City Manager and the City Clerk, may receive mileage reimbursement for utilizing personal vehicles to travel 50 miles or more during the course of performing their job duties.

Use of personal cars for business trips out of the metropolitan area may be approved by the City Manager when use of commercial transportation is not practical.

b. **Cellular Phone Allowance:** A cellular phone allowance in lieu of an assigned City cellular phone will be allocated in the amount of $50 per month for grades 39 and above that have been approved and authorized by the City Manager and Department Director to receive this allowance.

c. **Uniform Allowance:** The City will provide fifteen uniform pieces a year for grades 39 and above that have been approved and authorized by the City Manager and Department Director to receive this allotment. The City will also provide one cap and one jacket a year to personnel required to wear uniforms on duty that choose to wear a cap and jacket while at work. Only City issued caps and jackets are allowed. The monetary value of uniforms will not exceed $500 per year per employee.

Employees grades 39 and above that have been approved and authorized to wear uniforms on duty will receive $300 toward the purchase of safety shoes, without substituting uniforms.

d. **Travel Expenses:** When air, rail or public transportation is used, expenses for local transportation such as taxi cab or automobile rental will be allowed when necessary for the conduct of City business.

Expenses will be allowed for adequate lodging. Hotel accommodations should be appropriate for the purpose of the trip.

Expenses for meals will be reimbursed according to the Travel Reimbursement and Ethics Training Policy. Receipts for meals may be required.

PASSED, APPROVED and ADOPTED this 10th day of April, 2023.

Chuong Vo, Mayor

ATTEST:

Vida Barone, City Clerk

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

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	28	25.09/30.70
Secretary/Receptionist, Confidential	28B	23.34/28.55
	28C	22.18/27.39
	28D	20.61/25.47
Division Secretary, Confidential	32	27.58/33.85
Human Resources Benefits Coordinator,	32B	25.64/31.49
Confidential	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%)

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

CLASSIFICATIONS-PART-TIME CONFIDENTIAL (Salary last modified 7/1/22)	GRADE/ TIER	PAYRATE/HOURLY
Clerical Aide, Confidential	13 13B 13C 13D	17.57/21.93 17.06/20.38 16.56/19.78 16.08/18.39
Human Resources Assistant, Confidential Secretary/Receptionist, Confidential	28 28B 28C 28D	26.09/31.93 24.27/29.69 23.07/28.49 21.43/26.49
Division Secretary, Confidential Human Resources Benefits Coordinator, Confidential	32 32B 32C 32D	28.68/35.20 26.67/32.75 25.45/31.52 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
2022/2023
(6%)

CLASSIFICATION STEPS-TEMPORARY PART-TIME CONFIDENTIAL EMPLOYEES (Salary last modified 12/11/22)

Grade	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
13 Hourly	18.62	19.08	19.57	20.06	20.56	21.06	21.58	22.12	22.68	23.25
13B Hourly	18.08	18.44	18.82	19.19	19.58	19.96	20.36	20.77	21.19	21.60
13C Hourly	17.55	17.90	18.26	18.62	19.00	19.38	19.77	20.16	20.56	20.97
13D Hourly	17.05	17.31	17.56	17.83	18.09	18.37	18.65	18.93	19.20	19.49
28 Hourly	27.66	28.25	28.92	29.65	30.26	30.99	31.66	32.38	33.18	33.85
28B Hourly	25.73	26.29	26.90	27.58	28.13	28.84	29.44	30.12	30.87	31.47
28C Hourly	24.45	25.02	25.62	26.29	26.87	27.55	28.16	28.84	28.59	30.20
28D Hourly	22.72	23.25	23.81	24.47	24.98	25.63	26.20	26.82	27.52	28.08
32 Hourly	30.40	31.08	31.81	32.52	33.32	34.07	34.91	35.69	36.49	37.31
32B Hourly	28.27	28.91	29.60	30.24	30.96	31.66	32.46	33.17	33.95	34.72
32C Hourly	26.98	27.62	28.30	28.96	29.69	30.39	31.16	31.89	32.67	33.41
32D Hourly	25.10	25.68	26.33	26.94	27.61	28.25	28.97	29.66	30.39	31.08

Note: In certain cases rounding adjustments may apply.

CITY OF CERRITOS CLASSIFICATION TABLE
2022/2023

CLASSIFICATIONS-PART-TIME CONFIDENTIAL (Salary last modified 12/11/22)	GRADE/ TIER	PAYRATE/HOURLY
Clerical Aide, Confidential	13	18.62/23.25
	13B	18.08/21.60
	13C	17.55/20.97
	13D	17.05/19.49
Human Resources Assistant, Confidential	28	27.66/33.85
Secretary/Receptionist, Confidential	28B	25.73/31.47
	28C	24.45/30.20
	28D	22.72/28.08
Division Secretary, Confidential	32	30.40/37.31
Human Resources Benefits Coordinator, Confidential	32B	28.27/34.72
	32C	26.98/33.41
	32D	25.10/31.08

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

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

CLASSIFICATION STEPS-TEMPORARY PART-TIME CONFIDENTIAL EMPLOYEES (Salary last modified 07/01/23)

Grade	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
13 Hourly	18.99	19.46	19.96	20.46	20.97	21.48	22.01	22.56	23.13	23.72
13B Hourly	18.44	18.81	19.20	19.57	19.97	20.36	20.77	21.19	21.61	22.03
13C Hourly	17.90	18.26	18.63	18.99	19.38	19.77	20.17	20.56	20.97	21.39
13D Hourly	17.39	17.66	17.91	18.18	18.45	18.74	19.02	19.31	19.58	19.88
28 Hourly	28.21	28.82	29.50	30.24	30.87	31.60	32.29	33.03	33.84	34.53
28B Hourly	26.25	26.82	27.44	28.13	28.69	29.42	30.03	30.72	31.49	32.10
28C Hourly	24.94	25.52	26.13	26.82	27.41	28.10	28.72	29.42	30.18	30.80
28D Hourly	23.17	23.72	24.29	24.96	25.48	26.14	26.72	27.36	28.07	28.64
32 Hourly	31.01	31.70	32.45	33.17	33.99	34.75	35.61	36.40	37.22	38.06
32B Hourly	28.84	29.49	30.19	30.85	31.58	32.29	33.11	33.83	34.63	35.41
32C Hourly	27.52	28.17	28.87	29.54	30.28	31.00	31.78	32.53	33.32	34.08
32D Hourly	25.60	26.19	26.86	27.48	28.16	28.82	29.55	30.25	31.00	31.70

Note: In certain cases rounding adjustments may apply.

CITY OF CERRITOS CLASSIFICATION TABLE
2023/2024

CLASSIFICATIONS-PART-TIME CONFIDENTIAL (Salary last modified 07/01/23)	GRADE/ TIER	PAYRATE/HOURLY
Clerical Aide, Confidential	13	18.99/23.72
	13B	18.44/22.03
	13C	17.90/21.39
	13D	17.39/19.88
Human Resources Assistant, Confidential	28	28.21/34.53
Secretary/Receptionist, Confidential	28B	26.25/32.10
	28C	24.94/30.80
	28D	23.17/28.64
Division Secretary, Confidential	32	31.01/38.06
Human Resources Benefits Coordinator, Confidential	32B	28.84/35.41
	32C	27.52/34.08
	32D	25.60/31.70

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

Exhibit 9

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

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 10

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.

CITY OF CERRITOS CLASSIFICATION TABLE
2021/2022

CLASSIFICATIONS-FULL-TIME NON-EXEMPT 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%)

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
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
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%)

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.

CITY OF CERRITOS CLASSIFICATION TABLE
2022/2023

Exhibit 15

CLASSIFICATIONS-FULL-TIME NON-EXEMPT 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

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

Exhibit 16

CITY OF CERRITOS CLASSIFICATION TABLE
2022/2023

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
Manager	62	9658/12061
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	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
2022/2023
(6%)

CLASSIFICATION STEPS-FULL-TIME NON-EXEMPT CONFIDENTIAL EMPLOYEES (Salary last modified 12/11/22)

Grade	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
28 Hourly	26.20	26.80	27.40	28.08	28.73	29.36	30.01	30.67	31.46	32.14
28 Monthly	4541	4646	4751	4868	4980	5090	5203	5317	5454	5570
30 Hourly	27.40	28.08	28.73	29.36	30.01	30.67	31.46	32.14	32.93	33.61
30 Monthly	4751	4868	4980	5090	5203	5317	5454	5570	5707	5827
32 Hourly	28.73	29.36	30.01	30.67	31.46	32.14	32.93	33.61	34.46	35.20
32 Monthly	4980	5090	5203	5317	5454	5570	5707	5827	5973	6101
35 Hourly	30.67	31.46	32.14	32.93	33.61	34.46	35.20	36.06	36.92	37.79
35 Monthly	5317	5454	5570	5707	5827	5973	6101	6251	6399	6551
37 Hourly	32.14	32.93	33.61	34.46	35.20	36.06	36.92	37.79	38.65	39.57
37 Monthly	5570	5707	5827	5973	6101	6251	6399	6551	6698	6858
38 Hourly	32.93	33.61	34.46	35.20	36.06	36.92	37.79	38.65	39.57	40.48
38 Monthly	5707	5827	5973	6101	6251	6399	6551	6698	6858	7017

Note: In certain cases rounding adjustments may apply.

CITY OF CERRITOS CLASSIFICATION STEPS
2022/2023
(6%)

CLASSIFICATION STEPS-FULL-TIME EXEMPT EMPLOYEES (Salary last modified 12/11/22)

Grade	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
39 Hourly	33.43	34.23	35.16	36.07	36.97	37.85	38.78	39.74	40.78	41.72
39 Monthly	5794	5933	6093	6254	6408	6563	6722	6889	7066	7232
40 Hourly	34.23	35.16	36.07	36.97	37.85	38.78	39.74	40.78	41.72	42.91
40 Monthly	5933	6093	6254	6408	6563	6722	6889	7066	7232	7437
41 Hourly	35.16	36.07	36.97	37.85	38.78	39.74	40.78	41.72	42.91	43.91
41 Monthly	6093	6254	6408	6563	6722	6889	7066	7232	7437	7611
42 Hourly	36.07	36.97	37.85	38.78	39.74	40.78	41.72	42.91	43.91	44.99
42 Monthly	6254	6408	6563	6722	6889	7066	7232	7437	7611	7798
43 Hourly	36.97	37.85	38.78	39.74	40.78	41.72	42.91	43.91	44.99	46.13
43 Monthly	6408	6563	6722	6889	7066	7232	7437	7611	7798	7997
45 Hourly	38.78	39.74	40.78	41.72	42.91	43.91	44.99	46.13	47.30	48.51
45 Monthly	6722	6889	7066	7232	7437	7611	7798	7997	8197	8408
46 Hourly	39.74	40.78	41.72	42.91	43.91	44.99	46.13	47.30	48.51	49.62
46 Monthly	6889	7066	7232	7437	7611	7798	7997	8197	8408	8601
47 Hourly	40.78	41.72	42.91	43.91	44.99	46.13	47.30	48.51	49.62	50.91
47 Monthly	7066	7232	7437	7611	7798	7997	8197	8408	8601	8825
48 Hourly	41.72	42.91	43.91	44.99	46.13	47.30	48.51	49.62	50.90	52.23
48 Monthly	7232	7437	7611	7798	7997	8197	8408	8601	8825	9049
49 Hourly	42.91	43.91	44.99	46.13	47.30	48.51	49.62	50.91	52.53	53.50
49 Monthly	7437	7611	7798	7997	8197	8408	8601	8825	9049	9274
50 Hourly	43.91	44.99	46.14	47.30	48.51	49.62	50.91	52.23	53.50	54.81
50 Monthly	7611	7798	7998	8197	8408	8601	8825	9049	9274	9500
51 Hourly	44.99	46.13	47.30	48.51	49.62	50.91	52.23	53.50	54.81	56.20
51 Monthly	7798	7997	8197	8408	8601	8825	9049	9274	9500	9740
53 Hourly	47.30	48.51	49.62	50.91	52.23	53.50	54.81	56.20	57.64	59.06
53 Monthly	8197	8408	8601	8825	9049	9274	9500	9740	9991	10239
55 Hourly	49.62	50.91	52.23	53.50	54.81	56.20	57.64	59.06	60.60	62.05
55 Monthly	8601	8825	9049	9274	9500	9740	9991	10239	10503	10757
58 Hourly	53.50	54.81	56.20	57.64	59.06	60.60	62.05	63.59	65.15	66.78
58 Monthly	9274	9500	9740	9991	10239	10503	10757	11022	11293	11574
60 Hourly	56.20	57.64	59.06	60.60	62.05	63.59	65.15	66.78	68.52	70.16
60 Monthly	9740	9991	10239	10503	10757	11022	11293	11574	11875	12160
61 Hourly	57.64	59.06	60.60	62.05	63.59	65.15	66.78	68.52	70.16	71.94
61 Monthly	9991	10239	10503	10757	11022	11293	11574	11875	12160	12471
62 Hourly	59.06	60.60	62.05	63.59	65.15	66.78	68.52	70.16	71.94	73.76
62 Monthly	10239	10503	10757	11022	11293	11574	11875	12160	12471	12784
63 Hourly	60.56	62.06	63.66	65.19	66.81	68.47	70.18	71.99	73.73	75.61
63 Monthly	10495	10759	11035	11299	11582	11869	12164	12478	12779	13107
64 Hourly	62.05	63.59	65.15	66.78	68.52	70.16	71.94	73.77	75.60	77.51
64 Monthly	10757	11022	11293	11574	11875	12160	12471	12785	13103	13433
68 Hourly	68.52	70.16	71.94	73.77	75.60	77.51	79.43	81.40	83.44	85.52
68 Monthly	11875	12160	12471	12785	13103	13433	13769	14110	14464	14825
69 Hourly	70.16	71.94	73.77	75.60	77.51	79.43	81.40	83.44	85.52	87.62
69 Monthly	12160	12471	12785	13103	13433	13769	14110	14464	14825	15188
72 Hourly	75.60	77.51	79.43	81.40	83.44	85.52	87.62	89.87	92.08	94.43
72 Monthly	13103	13433	13769	14110	14464	14825	15188	15576	15962	16365
73 Hourly	77.50	79.43	81.41	83.44	85.53	87.67	89.88	92.11	94.43	96.77
73 Monthly	13430	13767	14111	14463	14825	15195	15575	15965	16364	16773
74 Hourly	79.43	81.39	83.42	85.48	87.62	89.85	92.06	94.37	96.77	99.12
74 Monthly	13768	14108	14460	14818	15188	15571	15957	16358	16773	17181
75 Hourly	81.39	83.42	85.48	87.62	89.85	92.06	94.37	96.77	99.12	101.61
75 Monthly	14108	14460	14818	15188	15571	15957	16358	16773	17181	17612
76 Hourly	83.42	85.48	87.61	89.85	92.06	94.37	96.77	99.12	101.62	104.17
76 Monthly	14460	14818	15186	15571	15957	16358	16773	17181	17614	18056
77 Hourly	85.51	87.60	89.82	92.08	94.37	96.74	99.15	101.59	104.17	106.77
77 Monthly	14823	15183	15568	15962	16358	16767	17188	17609	18056	18508

Note: In certain cases rounding adjustments may apply.

CITY OF CERRITOS CLASSIFICATION TABLE
2022/2023

CLASSIFICATIONS-FULL-TIME NON-EXEMPT CONFIDENTIAL (Salary last modified 12/11/22)	GRADE	SALARY/MONTHLY
Secretary/Receptionist, Confidential	28	4541/5570
Secretary to the City Clerk, Confidential	30	4751/5827
Division Secretary, Confidential	32	4980/6101
Accounting Technician, Confidential Department Secretary, Confidential Human Resources Technician, Confidential	35	5317/6551
Deputy City Clerk/Records Coordinator, Confidential	37	5570/6858
Administrative Secretary, Confidential	38	5707/7017

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

CITY OF CERRITOS CLASSIFICATION TABLE
2022/2023

CLASSIFICATIONS-FULL-TIME EXEMPT (Salary last modified 12/11/22)	GRADE	SALARY/MONTHLY
Human Resources Analyst	39	5794/7232
Code Enforcement Officer Information Technician I Video Production Specialist	40	5933/7437
Custodial Services Supervisor Library Supervisor	41	6093/7611
Associate Planner GIS Analyst Information Technician II Librarian I	42	6254/7798
Administrative Assistant Assistant City Clerk Communications Specialist Public Works Inspector Senior Code Enforcement Officer Senior Services Supervisor Water Constr./ Cross-Conn. Control Inspector	43	6408/7997
Building Maintenance Engineer Maintenance Supervisor Parks Supervisor Trees Supervisor	45	6722/8408
Management Analyst	46	6889/8601
Accountant Event Sales Manager Marketing Supervisor Water Supervisor	47	7066/8825
Community Services Supervisor IT Analyst Personnel Administrator Senior Planner	48	7232/9049
Assistant Civil Engineer GIS Administrator Librarian II Recreation Services Supervisor Senior Accountant Utility Analyst	49	7437/9274
IT Supervisor	51	7798/9740
Accounting Supervisor Associate Civil Engineer Community Participation Manager Network Administrator Electric Utility Manager Manager	53	8197/10239
Advanced Planning Manager Current Planning Manager Environmental Services Manager Public Information Manager Support Services Manager Manager	55	8601/10757
Budget Manager Maintenance Superintendent Parks Superintendent Manager	58	9274/11574

Exhibit 20

CITY OF CERRITOS CLASSIFICATION TABLE
2022/2023

CLASSIFICATIONS-FULL-TIME EXEMPT (Salary last modified 12/11/22)	GRADE	SALARY/MONTHLY
Assistant City Engineer City & Theater Marketing Manager Performance Manager Technical Administrator Manager	60	9740/12160
Community Safety Manager Public Safety Manager Recreation Services Superintendent Theater Administrator Utilities Administrator Water Superintendent Manager	61	9991/12471
Manager	62	10239/12784
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	10757/13433
Assistant City Manager	68	11875/14825
Community Development Director Director of Community & Cultural Services Director of Public Works/City Engineer Theater Executive Director Director	72	13103/16365
Director of Public Works/Water & Power City Engineer Director of Public Works/Water & Power	74	13768/17181
Senior Assistant City Manager	77	14823/18508

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

CLASSIFICATIONS APPOINTED BY CITY COUNCIL		SALARY
City Manager	----	$255,320/yr Effective 12/11/22
City Clerk/City Treasurer	----	$168,126/yr Effective 12/11/22
City Attorney	---	$12,075/month Effective 12/30/06

CITY OF CERRITOS CLASSIFICATION STEPS
2022/2023

CLASSIFICATION STEPS-FULL-TIME EXEMPT EMPLOYEES (Salary last modified 04/01/23)

Grade	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
39 Hourly	33.43	34.23	35.16	36.07	36.97	37.85	38.78	39.74	40.78	41.72
39 Monthly	5794	5933	6093	6254	6408	6563	6722	6889	7066	7232
40 Hourly	34.23	35.16	36.07	36.97	37.85	38.78	39.74	40.78	41.72	42.91
40 Monthly	5933	6093	6254	6408	6563	6722	6889	7066	7232	7437
41 Hourly	35.16	36.07	36.97	37.85	38.78	39.74	40.78	41.72	42.91	43.91
41 Monthly	6093	6254	6408	6563	6722	6889	7066	7232	7437	7611
42 Hourly	36.07	36.97	37.85	38.78	39.74	40.78	41.72	42.91	43.91	44.99
42 Monthly	6254	6408	6563	6722	6889	7066	7232	7437	7611	7798
43 Hourly	36.97	37.85	38.78	39.74	40.78	41.72	42.91	43.91	44.99	46.13
43 Monthly	6408	6563	6722	6889	7066	7232	7437	7611	7798	7997
45 Hourly	38.78	39.74	40.78	41.72	42.91	43.91	44.99	46.13	47.30	48.51
45 Monthly	6722	6889	7066	7232	7437	7611	7798	7997	8197	8408
46 Hourly	39.74	40.78	41.72	42.91	43.91	44.99	46.13	47.30	48.51	49.62
46 Monthly	6889	7066	7232	7437	7611	7798	7997	8197	8408	8601
47 Hourly	40.78	41.72	42.91	43.91	44.99	46.13	47.30	48.51	49.62	50.91
47 Monthly	7066	7232	7437	7611	7798	7997	8197	8408	8601	8825
48 Hourly	41.72	42.91	43.91	44.99	46.13	47.30	48.51	49.62	50.90	52.23
48 Monthly	7232	7437	7611	7798	7997	8197	8408	8601	8825	9049
49 Hourly	42.91	43.91	44.99	46.13	47.30	48.51	49.62	50.91	52.53	53.50
49 Monthly	7437	7611	7798	7997	8197	8408	8601	8825	9049	9274
50 Hourly	43.91	44.99	46.14	47.30	48.51	49.62	50.91	52.23	53.50	54.81
50 Monthly	7611	7798	7998	8197	8408	8601	8825	9049	9274	9500
51 Hourly	44.99	46.13	47.30	48.51	49.62	50.91	52.23	53.50	54.81	56.20
51 Monthly	7798	7997	8197	8408	8601	8825	9049	9274	9500	9740
53 Hourly	50.18	51.39	52.51	53.80	55.09	56.39	57.69	59.08	60.53	61.96
53 Monthly	8697	8908	9101	9325	9549	9774	10000	10240	10491	10739
55 Hourly	52.51	53.80	55.09	56.39	57.69	59.08	60.53	61.96	63.47	64.94
55 Monthly	9101	9325	9549	9774	10000	10240	10491	10739	11002	11257
58 Hourly	56.39	57.69	59.08	60.53	61.96	63.47	64.94	66.47	68.04	69.66
58 Monthly	9774	10000	10240	10491	10739	11002	11257	11522	11793	12074
60 Hourly	59.08	60.53	61.96	63.47	64.94	66.47	68.04	69.66	71.39	73.04
60 Monthly	10240	10491	10739	11002	11257	11522	11793	12074	12375	12660
61 Hourly	60.53	61.96	63.47	64.94	66.47	68.04	69.66	71.39	73.04	74.83
61 Monthly	10491	10739	11002	11257	11522	11793	12074	12375	12660	12971
62 Hourly	61.96	63.47	64.94	66.47	68.04	69.66	71.39	73.04	74.83	76.64
62 Monthly	10739	11002	11257	11522	11793	12074	12375	12660	12971	13284
63 Hourly	63.43	64.96	66.55	68.07	69.70	71.36	73.06	74.87	76.61	78.50
63 Monthly	10995	11259	11535	11799	12082	12369	12664	12978	13279	13607
64 Hourly	64.94	66.47	68.04	69.66	71.39	73.04	74.83	76.64	78.48	80.38
64 Monthly	11257	11522	11793	12074	12375	12660	12971	13285	13603	13933
68 Hourly	71.97	73.62	75.41	77.22	79.06	80.96	82.90	84.87	86.91	88.99
68 Monthly	12475	12760	13071	13385	13703	14033	14369	14710	15064	15425
69 Hourly	73.62	75.41	77.22	79.06	80.96	82.90	84.87	86.91	88.99	91.08
69 Monthly	12760	13071	13385	13703	14033	14369	14710	15064	15425	15788
72 Hourly	79.06	80.96	82.90	84.87	86.91	88.99	91.08	93.32	95.54	97.88
72 Monthly	13703	14033	14369	14710	15064	15425	15788	16176	16561	16965
73 Hourly	80.94	82.89	84.87	86.90	88.99	91.13	93.32	95.57	97.87	100.23
73 Monthly	14030	14367	14711	15063	15425	15795	16175	16565	16964	17373
74 Hourly	82.89	84.85	86.88	88.95	91.08	93.29	95.52	97.83	100.23	102.58
74 Monthly	14368	14708	15059	15418	15788	16171	16557	16958	17373	17780
75 Hourly	84.85	86.88	88.95	91.08	93.29	95.52	97.83	100.23	102.58	105.07
75 Monthly	14708	15059	15418	15788	16171	16557	16958	17373	17780	18212
76 Hourly	86.88	88.95	91.07	93.29	95.52	97.83	100.23	102.58	105.08	107.63
76 Monthly	15059	15418	15786	16171	16557	16958	17373	17780	18214	18656
77 Hourly	88.98	91.06	93.28	95.54	97.83	100.19	102.62	105.05	107.63	110.24
77 Monthly	15423	15783	16168	16561	16958	17367	17788	18209	18656	19108

Note: In certain cases rounding adjustments may apply.

CITY OF CERRITOS CLASSIFICATION TABLE
2022/2023

CLASSIFICATIONS-FULL-TIME EXEMPT (Salary last modified 04/01/23)	GRADE	SALARY/MONTHLY
Human Resources Analyst	39	5794/7232
Code Enforcement Officer Information Technician I Video Production Specialist	40	5933/7437
Custodial Services Supervisor Library Supervisor	41	6093/7611
Associate Planner GIS Analyst Information Technician II Librarian I	42	6254/7798
Administrative Assistant Assistant City Clerk Communications Specialist Public Works Inspector Senior Code Enforcement Officer Senior Services Supervisor Water Constr./ Cross-Conn. Control Inspector	43	6408/7997
Building Maintenance Engineer Maintenance Supervisor Parks Supervisor Trees Supervisor	45	6722/8408
Management Analyst	46	6889/8601
Accountant Event Sales Manager Marketing Supervisor Water Supervisor	47	7066/8825
Community Services Supervisor IT Analyst Personnel Administrator Senior Planner	48	7232/9049
Assistant Civil Engineer GIS Administrator Librarian II Recreation Services Supervisor Senior Accountant Utility Analyst	49	7437/9274
IT Supervisor	51	7798/9740
Accounting Supervisor Associate Civil Engineer Community Participation Manager Network Administrator Electric Utility Manager Manager	53	8697/10739
Advanced Planning Manager Current Planning Manager Environmental Services Manager Public Information Manager Support Services Manager Manager	55	9101/11257
Budget Manager Maintenance Superintendent Parks Superintendent Manager	58	9774/12074

Exhibit 22

CITY OF CERRITOS CLASSIFICATION TABLE
2022/2023

CLASSIFICATIONS-FULL-TIME EXEMPT (Salary last modified 04/01/23)	GRADE	SALARY/MONTHLY
Assistant City Engineer City & Theater Marketing Manager Performance Manager Technical Administrator Manager	60	10240/12660
Community Safety Manager Public Safety Manager Recreation Services Superintendent Theater Administrator Utilities Administrator Water Superintendent Manager	61	10491/12971
Manager	62	10739/13284
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	11257/13933
Assistant City Manager	68	12475/15425
Community Development Director Director of Community & Cultural Services Director of Public Works/City Engineer Theater Executive Director Director	72	13703/16965
Director of Public Works/Water & Power City Engineer Director of Public Works/Water & Power	74	14368/17780
Senior Assistant City Manager	77	15423/19108

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

CLASSIFICATIONS APPOINTED BY CITY COUNCIL		SALARY
City Manager	---	$266,720/yr Effective 04/01/23
City Clerk/City Treasurer	---	$175,326/yr Effective 04/01/23
City Attorney	---	$12,075/month Effective 12/30/06

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

CLASSIFICATION STEPS-FULL-TIME NON-EXEMPT CONFIDENTIAL EMPLOYEES (Salary last modified 07/01/23)

Grade	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
28 Hourly	26.72	27.34	27.95	28.64	29.31	29.95	30.61	31.28	32.09	32.78
28 Monthly	4632	4739	4846	4965	5080	5192	5307	5423	5563	5681
30 Hourly	27.95	28.64	29.31	29.95	30.61	31.28	32.09	32.78	33.59	34.28
30 Monthly	4846	4965	5080	5192	5307	5423	5563	5681	5821	5944
32 Hourly	29.31	29.95	30.61	31.28	32.09	32.78	33.59	34.28	35.15	35.90
32 Monthly	5080	5192	5307	5423	5563	5681	5821	5944	6093	6223
35 Hourly	31.28	32.09	32.78	33.59	34.28	35.15	35.90	36.78	37.66	38.55
35 Monthly	5423	5563	5681	5821	5944	6093	6223	6376	6527	6682
37 Hourly	32.78	33.59	34.28	35.15	35.90	36.78	37.66	38.55	39.42	40.36
37 Monthly	5681	5821	5944	6093	6223	6376	6527	6682	6832	6995
38 Hourly	33.58	34.28	35.15	35.90	36.78	37.66	38.55	39.42	40.36	41.29
38 Monthly	5821	5944	6093	6223	6376	6527	6682	6832	6995	7157

Note: In certain cases rounding adjustments may apply.

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

CLASSIFICATION STEPS-FULL-TIME EXEMPT EMPLOYEES (Salary last modified 07/01/23)

Grade	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
39 Hourly	34.10	34.92	35.86	36.79	37.71	38.61	39.56	40.54	41.60	42.55
39 Monthly	5910	6052	6215	6379	6536	6694	6856	7027	7207	7377
40 Hourly	34.92	35.86	36.79	37.71	38.61	39.56	40.54	41.60	42.55	43.77
40 Monthly	6052	6215	6379	6536	6694	6856	7027	7207	7377	7586
41 Hourly	35.86	36.79	37.71	38.61	39.56	40.54	41.60	42.55	43.77	44.79
41 Monthly	6215	6379	6536	6694	6856	7027	7207	7377	7586	7763
42 Hourly	36.79	37.71	38.61	39.56	40.54	41.60	42.55	43.77	44.79	45.89
42 Monthly	6379	6536	6694	6856	7027	7207	7377	7586	7763	7954
43 Hourly	37.71	38.61	39.56	40.54	41.60	42.55	43.77	44.79	45.89	47.05
43 Monthly	6536	6694	6856	7027	7207	7377	7586	7763	7954	8157
45 Hourly	39.56	40.54	41.60	42.55	43.77	44.79	45.89	47.05	48.25	49.48
45 Monthly	6856	7027	7207	7377	7586	7763	7954	8157	8361	8576
46 Hourly	40.54	41.60	42.55	43.77	44.79	45.89	47.05	48.25	49.48	50.61
46 Monthly	7027	7207	7377	7586	7763	7954	8157	8361	8576	8773
47 Hourly	41.60	42.55	43.77	44.79	45.89	47.05	48.25	49.48	50.61	51.93
47 Monthly	7207	7377	7586	7763	7954	8157	8361	8576	8773	9002
48 Hourly	42.55	43.77	44.79	45.89	47.05	48.25	49.48	50.61	51.93	53.28
48 Monthly	7377	7586	7763	7954	8157	8361	8576	8773	9002	9230
49 Hourly	43.77	44.79	45.89	47.05	48.25	49.48	50.61	51.93	53.28	54.57
49 Monthly	7586	7763	7954	8157	8361	8576	8773	9002	9230	9460
50 Hourly	44.79	45.89	47.06	48.25	49.48	50.61	51.93	53.28	54.57	55.91
50 Monthly	7763	7954	8158	8361	8576	8773	9002	9230	9460	9690
51 Hourly	45.89	47.05	48.25	49.48	50.61	51.93	53.26	54.57	55.91	57.32
51 Monthly	7954	8157	8361	8576	8773	9002	9230	9460	9690	9935
53 Hourly	51.18	52.42	53.56	54.88	56.19	57.52	58.84	60.26	61.74	63.20
53 Monthly	8871	9086	9283	9512	9740	9970	10200	10445	10701	10954
55 Hourly	53.56	54.88	56.19	57.52	58.84	60.26	61.74	63.20	64.74	66.24
55 Monthly	9283	9512	9740	9970	10200	10445	10701	10954	11222	11482
58 Hourly	57.52	58.84	60.26	61.74	63.20	64.74	66.24	67.80	69.40	71.05
58 Monthly	9970	10200	10445	10701	10954	11222	11482	11752	12029	12316
60 Hourly	60.26	61.74	63.20	64.74	66.24	67.80	69.40	71.05	72.82	74.50
60 Monthly	10445	10701	10954	11222	11482	11752	12029	12316	12623	12913
61 Hourly	61.74	63.20	64.74	66.24	67.80	69.40	71.05	72.82	74.50	76.33
61 Monthly	10701	10954	11222	11482	11752	12029	12316	12623	12913	13230
62 Hourly	63.20	64.74	66.24	67.80	69.40	71.05	72.82	74.50	76.33	78.17
62 Monthly	10954	11222	11482	11752	12029	12316	12623	12913	13230	13550
63 Hourly	64.70	66.26	67.88	69.43	71.09	72.79	74.52	76.37	78.14	80.07
63 Monthly	11215	11484	11766	12035	12324	12616	12917	13238	13545	13879
64 Hourly	66.24	67.80	69.40	71.05	72.82	74.50	76.33	78.17	80.05	81.99
64 Monthly	11482	11752	12029	12316	12623	12913	13230	13551	13875	14212
68 Hourly	73.41	75.09	76.92	78.76	80.64	82.58	84.56	86.57	88.65	90.77
68 Monthly	12725	13015	13332	13653	13977	14314	14656	15004	15365	15734
69 Hourly	75.09	76.92	78.76	80.64	82.58	84.56	86.57	88.65	90.77	92.90
69 Monthly	13015	13332	13653	13977	14314	14656	15004	15365	15734	16104
72 Hourly	80.64	82.58	84.56	86.57	88.65	90.77	92.90	95.19	97.45	99.84
72 Monthly	13977	14314	14656	15004	15365	15734	16104	16500	16892	17304
73 Hourly	82.56	84.55	86.57	88.64	90.77	92.95	95.19	97.48	99.83	102.24
73 Monthly	14311	14654	15005	15364	15734	16111	16499	16896	17303	17721
74 Hourly	84.55	86.55	88.62	90.73	92.90	95.16	97.43	99.79	102.24	104.63
74 Monthly	14655	15002	15360	15726	16104	16494	16888	17297	17721	18136
75 Hourly	86.55	88.62	90.73	92.90	95.16	97.43	99.79	102.24	104.63	107.17
75 Monthly	15002	15360	15726	16104	16494	16888	17297	17721	18136	18576
76 Hourly	88.62	90.73	92.89	95.16	97.43	99.79	102.24	104.63	107.18	109.78
76 Monthly	15360	15726	16102	16494	16888	17297	17721	18136	18578	19029
77 Hourly	90.76	92.88	95.15	97.45	99.79	102.19	104.67	107.15	109.78	112.45
77 Monthly	15732	16099	16491	16892	17297	17714	18144	18573	19029	19490

Note: In certain cases rounding adjustments may apply.

CITY OF CERRITOS CLASSIFICATION TABLE
2023/2024

CLASSIFICATIONS-FULL-TIME NON-EXEMPT CONFIDENTIAL (Salary last modified 07/01/23)	GRADE	SALARY/MONTHLY
Secretary/Receptionist, Confidential	28	4632/5681
Secretary to the City Clerk, Confidential	30	4846/5944
Division Secretary, Confidential	32	5080/6223
Accounting Technician, Confidential Department Secretary, Confidential Human Resources Technician, Confidential	35	5423/6682
Deputy City Clerk/Records Coordinator, Confidential	37	5681/6995
Administrative Secretary, Confidential	38	5821/7157

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

CITY OF CERRITOS CLASSIFICATION TABLE
2023/2024

CLASSIFICATIONS-FULL-TIME EXEMPT (Salary last modified 07/01/23)	GRADE	SALARY/MONTHLY
Human Resources Analyst	39	5910/7377
Code Enforcement Officer Information Technician I Video Production Specialist	40	6052/7586
Custodial Services Supervisor Library Supervisor	41	6215/7763
Associate Planner GIS Analyst Information Technician II Librarian I	42	6379/7954
Administrative Assistant Assistant City Clerk Communications Specialist Public Works Inspector Senior Code Enforcement Officer Senior Services Supervisor Water Constr./ Cross-Conn. Control Inspector	43	6536/8157
Building Maintenance Engineer Maintenance Supervisor Parks Supervisor Trees Supervisor	45	6856/8576
Management Analyst	46	7027/8773
Accountant Event Sales Manager Marketing Supervisor Water Supervisor	47	7207/9002
Community Services Supervisor IT Analyst Personnel Administrator Senior Planner	48	7377/9230
Assistant Civil Engineer GIS Administrator Librarian II Recreation Services Supervisor Senior Accountant Utility Analyst	49	7586/9460
IT Supervisor	51	7954/9935
Accounting Supervisor Associate Civil Engineer Community Participation Manager Network Administrator Electric Utility Manager Manager	53	8871/10954
Advanced Planning Manager Current Planning Manager Environmental Services Manager Public Information Manager Support Services Manager Manager	55	9283/11482
Budget Manager Maintenance Superintendent Parks Superintendent Manager	58	9970/12316

CITY OF CERRITOS CLASSIFICATION TABLE
2023/2024

CLASSIFICATIONS-FULL-TIME EXEMPT (Salary last modified 07/01/23)	GRADE	SALARY/MONTHLY
Assistant City Engineer City & Theater Marketing Manager Performance Manager Technical Administrator Manager	60	10445/12913
Community Safety Manager Public Safety Manager Recreation Services Superintendent Theater Administrator Utilities Administrator Water Superintendent Manager	61	10701/13230
Manager	62	10954/13550
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	11482/14212
Assistant City Manager	68	12725/15734
Community Development Director Director of Community & Cultural Services Director of Public Works/City Engineer Theater Executive Director Director	72	13977/17304
Director of Public Works/Water & Power City Engineer Director of Public Works/Water & Power	74	14655/18136
Senior Assistant City Manager	77	15732/19490

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

CLASSIFICATIONS APPOINTED BY CITY COUNCIL		SALARY
City Manager	----	$272,043/yr Effective 07/01/23
City Clerk/City Treasurer	----	$178,838/yr Effective 07/01/23
City Attorney	----	$12,075/month Effective 12/30/06

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. 2023-15** was duly approved and adopted by the City Council of the City of Cerritos at a Special Meeting held on the 10th day of April, 2023, 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: April 10, 2023

Vida Barone, City Clerk