

**CITY OF HERMOSA BEACH**  
**RESOLUTION NO. 26-**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF HERMOSA BEACH, CALIFORNIA, APPROVING AN AMENDMENT TO THE SALARY AND BENEFITS FOR UNPRESENTED CLASSIFICATIONS**

**WHEREAS**, the City of Hermosa Beach reclassified the position of Risk Management Analyst to Risk Program Manager;

**WHEREAS**, this position is part of the unrepresented employee group;

**WHEREAS**, the salary range for the position of Risk Program Manager was also set accordingly;

**NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF HERMOSA BEACH, CALIFORNIA, DOES HEREBY RESOLVE AS FOLLOWS:**

**SECTION 1.** The City Council of the City of Hermosa Beach approves an amendment to the Salary and Benefits for Unrepresented Classifications to align with the aforementioned reclassification of the Risk Management Analyst position to Risk Program Manager.

**SECTION 2.** This resolution takes effect immediately and that the City Clerk shall certify to the passage and adoption of this resolution; shall cause the same to be entered among the original resolutions of said City; and shall make a minute of the passage and adoption thereof in the records of the proceedings of the City Council of said City in the minutes of the meeting at which time same is passed and adopted.

**PASSED, APPROVED** and **ADOPTED** on this 13<sup>th</sup> day of January 2026.

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Rob Saemann

**PRESIDENT** of the City Council and **MAYOR** of the City of Hermosa Beach, CA

**ATTEST:**

**APPROVED AS TO FORM:**

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Myra Maravilla  
City Clerk

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Jason Baltimore  
Interim City Attorney

## City of Hermosa Beach

### Salary and Benefits for Unrepresented Classifications

**THE FOLLOWING SALARY AND BENEFIT PROVISIONS APPLY TO EMPLOYEES IN THE UNREPRESENTED CLASSIFICATIONS OF HUMAN RESOURCES MANAGER, HUMAN RESOURCES ANALYST, RISK PROGRAM MANAGER, FINANCE MANAGER, AND EXECUTIVE ASSISTANT TO THE CITY MANAGER**

#### **NON-DISCRIMINATION**

The City and the employees covered by this Resolution agree not to discriminate against any employee or applicant because of hair texture and protective hairstyles (such as braids, locks, and twists), color, religious creed (including religious dress and religious grooming practices), national origin, ancestry, citizenship status, age (40 years and older), sex (including pregnancy, perceived pregnancy, childbirth, breastfeeding, or related medical conditions), gender, gender identity and expression (including transgender identity and expression), because an individual has transitioned (to live as the gender with which they identify), is transitioning (or is perceived to be transitioning), sexual orientation, sex stereotyping, marital status, domestic partner status, military service and veteran status, physical and/or mental disability (including HIV and AIDS), legally protected medical condition or information (including genetic information), protected medical leaves (requesting or approved), status as a victim of domestic violence, sexual assault, or stalking, enrollment in a public assistance program, their intersectionality of protected characteristics, or activity or any other basis protected by local, state, or federal laws. political affiliation, race, religion, color, sex, age, marital status, national origin, or handicap, and with proper regard for their privacy and constitutional rights as citizens. Additionally, the City expects and requires all employees to treat one another with dignity and respect. Harassment of other employees is a violation of law. No employment decision may be made based upon an employee's submission to or rejection of such conduct. It is the responsibility of any employee who believes that they are the victim of such harassment to report the conduct to the supervisor, Department Director, Human Resources Manager or the City Manager in a timely manner

## **WAGES**

A. The salary table attached to this Report as Exhibit A shall be revised by increasing each amount as follows:

1. Effective July 1, 2025, the salary table shall be adjusted to bring all positions that are below market to median as determined by the 2025 Reward Strategy Group Salary Survey Results report as identified in the report.
2. Effective July 1, 2025, and after the implementation of median adjustments, where applicable, the salary table for all classifications will be increased by an additional three percent (3%).
3. Effective July 1, 2026, and after the implementation of median adjustments, where applicable, the salary table for all classifications shall be increased by three percent (3%).
4. Effective July 1, 2027, and after the implementation of median adjustments, where applicable, the salary table for all classifications shall be increased by three percent (3%).

## **STEP INCREASES**

Salary steps for all classifications are "1" through "5", each step to be one (1) year apart. Step increases shall be effective at the beginning of the next pay period following the anniversary of their date of hire (1st or 16th of the month). To be eligible for a step increase, an employee must receive an overall evaluation of "meeting expectations" or better.

Generally, initial appointments shall be made at the "1" step. Upon the recommendation of the Department Director, and approval by the City Manager, an appointment may be made at a higher step.

## **MERIT PAY**

A. The employees covered by this Resolution are eligible to receive Merit Pay for superior performance. Said bonus pay will be up to a maximum of +5% of the monthly base pay for

six-month (bi-annual) increments. The two bi-annual periods are July 1 – December 31 and January 1 – June 30.

B. In order for an employee to receive Merit Pay, the Department Director and employee shall agree to specific goals to achieve for each bi-annual period. At the end of the reporting period, the employee shall provide a detailed outline of the goals that have been met. Based on this documentation, the Director shall determine if the employee is eligible for the Merit Pay, either in full (5%) or a lesser amount. Achieving any of the goals equates to performance over and above standard performance and is recognized as superior performance as it relates to these goals. The Bonus Pay will be included in the pay period following the period that is being evaluated provided that the detailed outline of goals met is received in a timely manner. The parties understand that bonus pay in these amounts is reportable to the California Public Employees Retirement System (CalPERS) as employee compensation and thus be “PERSable” to the extent permissible by law.

C. The scale is as follows:

- 5% Superior Performance Bonus (employee met nearly 100% of the goals)
- 4% Superior Performance Bonus (employee met at least 80% of the goals)
- 3% Superior Performance Bonus (employee met at least 60% of the goals)
- 2% Superior Performance Bonus (employee met at least 40% of the goals)
- 1% Superior Performance Bonus (employee met at least 20% of the goals)

The Performance Bonus may be prorated if an employee voluntarily leaves the City before the end of the rating period or becomes a member of the Unrepresented Group after the start of the rating period. Prorating the Performance Bonus is at the discretion of the City Manager.

For salary comparison purposes, base salary shall be increased by 3.75% (75% of maximum Bonus Pay) to adjust for Bonus Pay eligibility for those classes eligible.

### **DEFERRED COMPENSATION**

A. Each employee, individually, may elect to participate in the Deferred Compensation Plans established and adopted by the City of Hermosa Beach.

- B. Upon the first pay period after Council adoption of this Resolution, the City shall match the employee's contribution up a maximum of fifty dollars (\$50) per month.

### **EDUCATIONAL ALLOWANCE**

- A. City agrees that employees who desire to enroll in training, certification programs, and/or academic courses at a State of California approved and/or recognized college or university that may provide the employee with general or specific skills and/or knowledge that contributes to their ability to perform their current position or enhances promotional opportunities shall have their course fees, books and tuition (up to CSU rates) paid by the City in advance, subject to approval of the City Manager. The employee will reimburse the City for all expenses incurred for any class or classes the employee fails or does not complete; or if the employee voluntarily leaves City employment during the period they are enrolled and received payment.
- B. Employees who attend a non-CSU campus will receive up to the average tuition rate of CSULB, CSUDH & CSULA. Employees may be reimbursed for the renewal of certifications and/or professional licenses that are job-related, subject to the approval of Human Resources and the City Manager.
- C. Advancement of tuition shall be on a pro-rated basis depending upon the number of hours an employee covered by this Resolution is normally scheduled to work (i.e. full time @ 100% reimbursement, up to CSU rates; half time @ 50% reimbursement, etc.).

### **EDUCATION INCENTIVE**

- A. Employees covered by this Resolution who obtain a master's degree in public administration, or a related field, shall receive additional compensation of \$400 per month. An employee shall only be eligible for one master's degree incentive, regardless of the number of master's degrees the employee possesses.
- B. Employees covered by this Resolution who possess an accredited professional certification related to their position with the City shall receive additional compensation of \$350 per month, subject to approval of the City Manager. An employee shall only be eligible for one certification incentive, regardless of the number of professional certifications the employee possesses.

## **ACTING PAY**

Employees covered by this Agreement who are temporarily assigned to a higher classification because of emergency conditions, Sick Leave, Vacation and/or vacancy shall receive the higher rate of pay commencing after eighty (80) consecutive hours of such assignment. Employee shall be placed on a step in the salary range of the position in which they are temporarily assigned that provides at least a 10% increase to their current salary.

- A. The parties understand that these amounts shall be reported to PERS as compensation and shall be “PERSable.”
  
- B. In accordance with Gov. Code Section 20480, if an employee is placed in an Acting position that is vacant as a result of a vacancy, the hours worked by the employee shall be reported to PERS and shall not exceed 960 hours in a fiscal year.

## **ADDITIONAL DUTIES PAY**

When an employee is officially determined by their Department Director and the City Manager to be temporarily performing additional duties outside of their classification, such employee shall be eligible for Additional Duties Pay of \$400 per month. Eligibility for the additional pay shall commence after 80 consecutive hours of such assignment. An employee is eligible for Additional Duties Pay for six (6) months or until they are no longer performing the duties. If the employee is still performing the duties after six (6), the City shall make every effort to reassign the additional duties to another eligible employee.

Any employee receiving Acting Pay shall not be eligible for Additional Duties Pay.

## **BILINGUAL PAY**

- A. The City agrees to pay a monthly premium of \$100 per month to full-time employees who have demonstrated proficiency/fluency in a second language which has been demonstrated to be of value to the City in providing customer service. This compensation will be paid to employees who are routinely and consistently assigned to positions requiring communication skills in languages other than English. This amount shall be reported to PERS as compensation and shall be “PERSable.”

- B. An employee receiving Bilingual Skill Premium will be called upon to assist in any department within the City on an “as needed basis” to provide interpretation services. Individuals receiving a Bilingual Skill Premium may periodically be subject to call-out or be required to work in excess of their regular schedule.
- C. Employees with bilingual ability will be tested for oral skill in the designated language through an examination process as determined by the Human Resources Manager. Applicants must successfully pass the examination to be eligible for Bilingual Skill Premium.

**VACATION**

- A. It is agreed that the unrepresented classifications covered by this Resolution shall accrue vacation as follows commencing with the start of the service year:

<u>Years of Service</u>	<u>Accrued Per Year</u>
1 <sup>st</sup> – 3 <sup>rd</sup> Years	80 Hours
4 <sup>th</sup> – 5 <sup>th</sup> Years	96 Hours
6 <sup>th</sup> – 9 <sup>th</sup> Years	120 Hours
10 <sup>th</sup> – 13 <sup>th</sup> Years	144 Hours
14 <sup>th</sup> – 17 <sup>th</sup> Years	168 Hours
18 <sup>th</sup> Year	192 Hours

- B. Employees may use (subject to Department Director’s approval) one (1) week of vacation six (6) months after hire date (after halfway point of probationary period).
- C. Vacation may be accrued up to thirty (30) month accrual level, with an automatic cash-out of hours in excess of that amount. The cash outs will take place based on the accrual balance of November 16<sup>th</sup> and paid on the check of December 5<sup>th</sup>.
- D. Employees shall be reimbursed for 100% unused vacation days accrued upon resignation, retirement or imposed termination from their employment with the City.

**EXEMPTION FROM THE FLSA**

The classifications covered by this Resolution have been determined to be exempt from overtime as defined in the Fair Labor Standards Act (FLSA) and as FLSA applies to public

agency employees. As such, these classifications shall not be eligible to accrue compensatory time or be paid overtime.

## **MANAGEMENT LEAVE**

Employees covered by this Resolution shall receive eighty (80) hours of Management Leave each calendar year. Management Leave does not accumulate or carry over; it must be used each year. Said leave shall have no monetary value and shall be prorated for partial years' service upon initial appointment.

## **SICK LEAVE**

- A. Employees shall accrue sick leave at the rate of ten (10) hours per month. After 200 hours are accrued, an employee may cash out annually up to a maximum of 96 hours at the employee's regular rate of pay at 100% rate. In lieu of cash out, employees may convert up to a maximum of 96 hours to vacation time provided that the vacation bank does not exceed allowed maximum level. The cash outs will take place based on the accrual balance of November 16<sup>th</sup> and paid on the check of December 5<sup>th</sup>.
- B. Sick leave shall be used only in case of sickness or disability of the employee or for family sick leave. Misuse of sick leave shall be grounds for disciplinary action.
- C. In case of serious illness of a member of the immediate family, the employee may utilize sick leave. Immediate family for the purpose of this Section shall be defined as: spouse, child, stepchild, parent, stepparent, parent-in-law, brother, sister, grandparents, grandchildren, any relative not previously listed who lives in the same household as the employee, and a domestic partner of the employee.
- D. Any employee claiming a domestic partner, for purposes of this Agreement shall complete a confidential affidavit to be filed in the Human Resources Office, which shall be signed by the employee only, declaring the existence of a domestic partnership with a named domestic partner. By extending to a domestic partner employee the specific benefits defined by this Resolution, the City does not intend to confer or imply any other unspecified benefits to such employee, or to any other person who may hold the status of domestic partner.
- E. Employees may, upon resignation or retirement from their employment with the City, elect to be paid for unused sick leave accrued prior to June 30, 2017, at their

current rate of pay. Except as provided in A above, unused sick leave accrued after June 30, 2017, shall not be cashed out. Pursuant to Government Code § 20965, related CalPERS, rules and the City's contract with CalPERS, upon retirement from City employment, an employee's unused accumulated sick leave at the time of retirement may be converted to additional service credit.

- F. Employees shall be eligible to use accrued sick leave during their probationary period.

### **BEREAVEMENT LEAVE**

- A. Each employee covered by this Resolution shall receive a maximum of forty (40) paid hours per occurrence to be utilized for Bereavement Leave because of a death in their immediate family.
- B. Immediate family for the purposes of this section shall be defined as: domestic partner, father; mother; father-in-law; mother-in-law; brother; sister; spouse; child, stepchild, stepfather, stepmother, grandparent, grandchild or legal dependent. Employees may pre-designate and substitute other Members defined as "immediate family." The intent of this provision is not to expand the number of persons included in the definition of "immediate family" or to increase paid leave opportunities, but rather to recognize variation in family structure (e.g. stepmother for mother).
- C. Bereavement Leave shall be taken within twelve (12) months of the death and does not need to be consecutive nor will pay in lieu of unused leave for bereavement be provided.
- D. One (1) additional unpaid shift shall be granted to the employee upon request.

### **JURY DUTY**

If called for jury duty in a Municipal, Superior, or Federal Court, or for a Coroner's Jury, employees covered by this Resolution shall remain in their regular pay status in accordance with the City's Administrative Policy on Jury Pay. All jury fees except mileage reimbursement shall be returned to the City.

## **MILITARY LEAVE**

All employees covered by this Resolution shall be entitled to Military Leave as afforded by Federal and State law but shall not receive any base salary pay while on such Leave, except as required by law

## **HOLIDAYS**

- A. Employees shall receive 120 hours per year for the following holidays off with pay: New Year's Day; Martin Luther King, Jr.'s Birthday; President's Day; Cesar Chavez Day; Memorial Day; Juneteenth; Independence Day; Labor Day; Veterans Day; Thanksgiving Day; half-day (5 hours) Christmas Eve; Christmas Day half-day New Year's Eve (five hours).
  
- B. When a holiday falls on a normal day off, Employees shall receive Holiday Compensation Time. Employees covered by this Agreement may accrue up to 100 hours of Holiday Compensation Time for those holidays in which compensatory time is earned. However, when a holiday falls on a Sunday, it will be observed on the following Monday. For all holidays that fall on a Friday or Saturday, City Hall offices will be open regular hours on Monday and employees will receive compensatory time. The City will provide a holiday schedule prior to January 1<sup>st</sup> of each year.

## **RETIREMENT**

- A. Tier I. The City provides the PERS 2% at 55 Plan with one year final compensation to employees hired before July 1, 2011.

Member Contribution: Each employee in this Tier shall pay the full seven percent (7%) PERS member contribution

- B. Tier II. For new employees hired after July 1, 2011, the PERS retirement benefit formula shall be the 2% @ 60 plan, with retirement benefits calculated on one year final compensation.

Member Contribution: Each employee in this Tier shall pay the full seven percent (7%) PERS member contribution

- C. Tier III. Employees hired on or after January 1, 2013, shall be subject to the Public Employee Pension Reform Act, (“PEPRA”; Assembly Bill 340) including but not limited to:

1. 2% at 62 retirement formula for those who are “new members” as that term is defined in AB 340.
2. Such new members shall pay to PERS by payroll deduction 50% of the “normal cost” as defined in AB 340 or the then current contribution rate of similarly situated employees, whichever is greater, as required by new Government Code section 7522.30(c).

- D. Employees who retire after July 1, 2006, and were hired before July 1, 2018, shall be eligible, upon service retirement from the City, for a medical premium supplement. Said supplement shall be in the following amount:

1. The City will contribute 5% of the health insurance premium for each year of service with the City of Hermosa Beach up to the lesser of the single person lowest costing HMO premium or \$500 per month. A retiring employee must have completed a minimum of ten (10) years of service with the City of Hermosa Beach and be at least fifty-five (55) years of age to be eligible for this benefit.
2. Said supplement shall commence with the first month following the employee’s service retirement in which the employee is responsible for payment of the insurance premium.
3. In order to be eligible for medical supplemental payments, an employee must either remain on a medical insurance plan offered by the City or provide proof of coverage on a self-procured medical insurance plan.
4. Retirees who are eligible for a supplement but who are not covered by the City’s insurance policy are still eligible to receive their supplement. Payments will only be made when the retiree provides proof of coverage of insurance and proof of the amount paid for said coverage. Proof of coverage and the amount paid must be provided to the City within 60 days. The City will not provide retroactive reimbursement for payments not documented within 60 days of payment.

5. Any employee receiving a benefit under this section agrees to apply for, and enroll in, any Federal and/or State medical insurance plan (e.g. Medicare, Medicaid) for which they become eligible.
  6. The City's payments will end with the month in which the employee reaches the eligibility of Federal and/or State medical insurance plans (i.e. Medicare), currently 65 years of age.
- E. Employees who are hired after July 1, 2018, shall be eligible, upon service retirement from the City at age sixty (60) with a minimum of twenty (20) continuous City service, for a medical premium supplement. Said supplement shall be paid as follows:
1. The City shall pay a \$400.00 per month medical supplement that shall commence with the first month following the Employee's service retirement in which the Employee is responsible for payment of the insurance premium.
  2. The City's payments will end with the month in which the employee reaches the eligibility of Federal and/or State medical insurance plans (i.e. Medicare), currently 65 years of age.

## **HEALTH AND WELFARE**

- A. The City agrees to establish and maintain a Cafeteria Plan in accordance with the provisions of Section 125 of the Internal Revenue Code. The purpose of the Plan is to allow eligible employees to elect to pay for qualified benefits on a pre-tax basis, to the extent permitted by law.

The Cafeteria Plan shall permit pre-tax deductions for the following qualified benefits, subject to IRS regulations and plan design:

1. Health insurance premiums (including medical, dental, and vision coverage).
  2. Health Flexible Spending Accounts (FSA).
  3. Dependent Care Assistance Plans (DCAP).
  4. Any other qualified benefit permitted under Section 125 and approved by the City.
- B. The City shall make available for employees the following insurance plans: Health, Dental, Short and Long-Term Disability, Vision and Psychological Health. Current Health, Dental, Short and Long-Term Disability, Vision, Psychological Health, or their equivalent, to remain in force during the term of this Resolution.

- C. For life insurance, the City shall provide and pay the premiums for a Life Insurance policy for each employee, payable in an amount equal to the individual's annual salary upon such employee's death.
- D. For disability insurance, the City will provide and pay the premiums for Short and Long Term Disability for each employee.
- E. For medical/health insurance, the City's maximum contribution toward medical insurance for each employee's selected plan and level of coverage will be \$1,875.39. Employees choosing a medical insurance plan and/or coverage level with a monthly premium that exceeds the City's maximum contribution shall pay the difference by pre-tax payroll deduction.
- F. An employee who demonstrates proof of medical insurance coverage available through a spouse or domestic partner may receive a cash payment of \$750.00 per month in lieu of City provided coverage.
  - 1. An employee who receives cash in-lieu of selecting a health insurance plan shall have the amount reported as earned income for tax purposes but shall not be deemed earned income for retirement purposes. It is the understanding of the parties that dollars distributed to the employee as cash in this manner shall not be construed as earned income for PERS purposes.
- G. For dental insurance, the City shall pay the monthly premium contribution for full family PPO coverage for dental insurance, currently \$226.30.
- H. For psychological health, the City will continue to pay for full family coverage for the benefit.
- I. The full cost of the Vision Insurance shall be borne by the employee.
  - 1. During the Term of this MOU, the City intends to review its dental and vision providers for the purpose of providing quality care for a reasonable price. If the City changes providers and the cost of the dental premium is reduced by at least 20%, the City will bear the cost of lowest cost vision plan for the employee + 2 or more dependents.

## **SHORT AND LONG TERM DISABILITY**

- A. The City's Short and Long-Term Disability (STD) Insurance Plan begins after a 7-day waiting period. The maximum benefit is 66 2/3% of earnings up to a maximum of \$1,698 per week. The City's Long Term Disability Insurance Plan provides 66 2/3% of earnings has a maximum

benefit of \$9,000 per month and begins after 90 days of disability or the date STD benefits end, whichever is later.

- B. Employees are eligible to coordinate their Short and Long-Term Disability Insurance with paid compensated time-off work to be paid up to 100% of regular take-home pay.
- C. An employee utilizing the Short- or Long-Term Disability Plan shall not accrue Vacation, Sick Leave, Holiday Pay or allowances after the 30<sup>th</sup> calendar day after disability.

### **FAMILY AND MEDICAL CARE LEAVE**

As required by State and Federal law, the City will provide Family and Medical Care Leave for eligible employees. The City maintains a FMLA/CFRA/PDL procedure which governs Family and Medical Care Leave, which is provided to all employees at the start of their employment and on the City's Intranet site

### **LAYOFF**

- A. It is mutually agreed that whenever, in the judgment of the City Council, it becomes necessary to abolish a position in the interest of economy or because the necessity for the position no longer exists, the City Council may abolish any position or employment in the competitive service and the City Manager shall layoff, demote or transfer employees thereby affected.
- B. The criterion used in determining the order of separation shall be seniority, pursuant to the Personnel Rules and Regulations, Rule XXXII.
- C. The City will endeavor to provide each affected Employee as much notice as possible, with a minimum thirty (30) day advance notice to each affected Employee.

### **GRIEVANCES /APPEAL OF DISCIPLINE**

This Grievance Procedure shall be used to resolve disputes arising from any allegation that the City has violated the terms of this Resolution.

- A. The complaint shall be presented in writing to the Department Director. The Director shall have five (5) working days of receipt of the complaint to resolve the issue or respond to it in writing stating the reasons for the failure to resolve it.
- B. If not resolved, the complaint shall be presented in writing to the City Manager. The City Manager shall have five (5) working days of receipt of the complaint to resolve the issue or respond to it in writing stating the reasons for the failure to resolve it.
- C. Grievances regarding the provisions contained within this resolution not settled following the City Manager's determination and that either party desires to contest further, may be submitted to arbitration as provided in this article provided however that said Request for Arbitration shall be made within twenty (20) calendar days of the City Manager's determination
- D. As soon as possible and in any event not later than fourteen (14) calendar days after either party received written notice from the other of the desire to arbitrate, the parties shall agree upon an arbitrator. If no Agreement is reached within said fourteen (14) calendar days, an arbitrator shall be selected from a list of seven (7) arbitrators submitted by the State or Federal Mediation and Conciliation Service by alternate striking of names until one name remains. The party who strikes the first name from the panel shall be determined by lot.
- E. Either the City or the Employee may call any employee as a witness, and the City agrees to release said witness from work if he/she is on duty.
- F. The arbitrator shall have no power to alter, amend, change, add to or subtract from any of the terms of this resolution. The decision of the arbitrator shall be based solely upon the evidence and arguments presented to him by the respective parties in the presence of each other.
- G. The decision of the arbitrator within the limits herein prescribed shall be advisory only.
- H. The arbitrator may hear and determine only one grievance at a time without the express agreement of the City and employee. The parties shall share equally the expense of the cost of the arbitration, with the exception of counsel's fees.
- I. Appeals of Discipline equivalent to a suspension of four (4) days or less shall be governed by the provisions of Article 57. Appeals of discipline equivalent to five (5) days or more are governed by Article XXX of the City of Hermosa Beach Personnel Rules and Regulations.

## **INDUSTRIAL INJURY OR ILLNESS**

- A. It is understood that the City will provide medical facilities to be used for industrial accidents or illness.
- B. Employees will be seen and treated by medical professionals that are part of the Medical Provider Network, unless an employee has pre-designated a physician,
- C. An employee who suffers an injury-on-duty will continue to have payment of the City portion of all Health Insurance premiums paid for a period of seven (7) full months commencing with the month in which the injury occurred.
- D. Nothing herein shall prevent an employee from utilizing their accrued time in lieu of receiving temporary disability payments under the provisions of the Workers' Compensation laws of the State of California.

**EXHIBIT A**

**EFFECTIVE JULY 1, 2025 - JUNE 30, 2026**

GRADE	TITLE	Monthly Salary Range				
		Step 1	Step 2	Step 3	Step 4	Step 5
A10	FINANCE MANAGER	\$11,725	\$12,311	\$12,927	\$13,573	\$14,252
A13	EXECUTIVE ASSISTANT TO THE CITY MANAGER	\$7,621	\$8,002	\$8,402	\$8,822	\$9,263
A14	HUMAN RESOURCES ANALYST	\$8,067	\$8,470	\$8,894	\$9,339	\$9,806
A37	RISK PROGRAM MANAGER	\$10,876	\$11,420	\$11,991	\$12,590	\$13,220
M02	HUMAN RESOURCES MANAGER	\$12,507	\$13,132	\$13,789	\$14,478	\$15,202

**EFFECTIVE JULY 1, 2026 - JUNE 30, 2027**

GRADE	TITLE	Monthly Salary Range				
		Step 1	Step 2	Step 3	Step 4	Step 5
A10	FINANCE MANAGER	\$12,077	\$12,681	\$13,315	\$13,980	\$14,679
A13	EXECUTIVE ASSISTANT TO THE CITY MANAGER	\$7,850	\$8,242	\$8,654	\$9,087	\$9,541
A14	HUMAN RESOURCES ANALYST	\$8,309	\$8,724	\$9,160	\$9,618	\$10,099
A37	RISK PROGRAM MANAGER	\$11,202	\$11,762	\$12,350	\$12,967	\$13,616
M02	HUMAN RESOURCES MANAGER	\$12,883	\$13,527	\$14,203	\$14,913	\$15,659

**EFFECTIVE JULY 1, 2027 - JUNE 30, 2028**

GRADE	TITLE	Monthly Salary Range				
		Step 1	Step 2	Step 3	Step 4	Step 5
A10	FINANCE MANAGER	\$12,439	\$13,061	\$13,714	\$14,400	\$15,120
A13	EXECUTIVE ASSISTANT TO THE CITY MANAGER	\$8,085	\$8,489	\$8,914	\$9,359	\$9,827
A14	HUMAN RESOURCES ANALYST	\$8,558	\$8,986	\$9,435	\$9,907	\$10,402
A37	RISK PROGRAM MANAGER	\$11,538	\$12,114	\$12,720	\$13,356	\$14,024
M02	HUMAN RESOURCES MANAGER	\$13,269	\$13,933	\$14,629	\$15,361	\$16,129