



Donald P. Wagner  
Chairman

Melissa Fox  
Vice Chairwoman

Jeffrey Lalloway  
Director

Lynn Schott  
Director

Christina Shea  
Director

# SUPPLEMENTAL AGENDA\*

## ORANGE COUNTY GREAT PARK BOARD REGULAR MEETING

**October 23, 2018  
2:00 PM**

Conference and Training Center  
One Civic Center Plaza  
Irvine, CA 92606

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**\* NOTE: ITEMS WITH AN ASTERISK (\*) INCLUDE THE FOLLOWING CHANGES TO THE MEETING AGENDA ORIGINALLY PUBLISHED ON OCTOBER 11, 2018:**

### **1. AGENDA ITEM 1.2 - MODIFIED**

**Speaker's Card/Request to Speak:** If you would like to address the Board on a scheduled agenda item – including a Consent Calendar item, a Regular Business item, a Public Hearing item, or Public Comments – please complete the Request to Speak Form. The card is at the table at the entrance to the City Council Chamber. Please identify on the card your name and the item on which you would like to speak and return to the Clerk of the Board. The Request to Speak Form assists the Chair in ensuring that all persons wishing to address the Board are recognized. It also ensures the accurate identification of meeting participants in the Board minutes. Your name will be called at the time the matter is heard by the Board. Board policy is to limit public testimony to up to three minutes per speaker depending on relevant circumstances (unless the time limit is extended by the Chair), which includes the presentation of electronic or audio visual information. Speakers may not yield their time to other persons.

**Please take notice that** the order of scheduled agenda items below and/or the time they are actually heard, considered and decided may be modified by the Chair or the Board during the course of the meeting, so please stay alert.

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**CALL TO ORDER**

**ROLL CALL**

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the Great Park Board staff reports



**PLEDGE OF ALLEGIANCE**

**INTERIM DIRECTOR, OCGP, REPORT**

**BOARDMEMBER REPORTS**

**ADDITIONS AND DELETIONS**

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Additions to the agenda are limited by California Government Code Section 54954.2 of the Brown Act and for those items that arise after the posting of the Agenda and must be acted upon prior to the next Board meeting.

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**1. CONSENT CALENDAR**

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All matters listed under Consent Calendar are considered by the Director, Orange County Great Park, and the City Manager to be routine and will be enacted by one roll call vote. There will be no discussion of these items unless members of the Orange County Great Park Board request items to be removed from the Consent Calendar for separate discussion. Any member of the public may address the Board on items on the Consent Calendar. See information for Speaker's Card/Request to Speak on first page.

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**1.1 MINUTES**

**ACTION:**

Approve the minutes of a special meeting of the Orange County Great Park Board held on September 25, 2018.

**1.2 \* RECOMMENDED REALIGNMENT OF DEPARTMENT DIRECTOR POSITIONS TO REFLECT BEST PRACTICES AND ADDRESS INTERNAL EQUITY**

**ACTION:**

- 1) Recommend the City Council adopt - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF IRVINE, CALIFORNIA, ESTABLISHING A CLASSIFICATION AND COMPENSATION POLICY FOR MANAGEMENT AND NON-REPRESENTED EMPLOYEES (EXEMPT) OF THE CITY OF IRVINE, AND SUPERSEDING RESOLUTION NO. 18-59, WHICH IS INCONSISTENT THEREWITH
- 2) Recommend the City Council adopt - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF IRVINE, CALIFORNIA, AUTHORIZING FULL-TIME POSITIONS IN ACCORDANCE WITH THE PROVISIONS OF COMPENSATION RESOLUTIONS AND THE OPERATING BUDGET FOR THE 2018-19 FISCAL YEAR, AND SUPERSEDING RESOLUTION NO. 18-60, WHICH IS INCONSISTENT THEREWITH

- 3) Recommend the City Council adopt - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF IRVINE, CALIFORNIA, ESTABLISHING THE SALARY GRADE ORDER STRUCTURE AND SALARY RANGES FOR EMPLOYEES OF THE CITY OF IRVINE, AND SUPERSEDING RESOLUTION NO. 18-61, WHICH IS INCONSISTENT THEREWITH

**PUBLIC COMMENTS (Limited to 3 minutes per speaker.)**

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Any member of the public may address the Board on items within the Orange County Great Park Board's subject matter jurisdiction but which are not listed on this agenda during Public Comments; however, no action may be taken on matters that are not part of the posted agenda. See information for Speaker's Card/Request to Speak on the first page.

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**ADJOURNMENT**

**NOTICE TO THE PUBLIC**

**LIVE BROADCASTING AND REBROADCASTING**

Regular Orange County Great Park Board meetings are broadcast live every 4<sup>th</sup> Tuesday of the month at 2 p.m. and are replayed on Tuesdays at 2 p.m. (in weeks in which there is not a live Great Park Board meeting), Wednesdays at 8 a.m., Thursdays at 7 p.m., and Saturdays at 7 p.m. (in weeks in which there is not a live Orange County Great Park meeting) until the next Orange County Great Park Board meeting. All broadcasts can be viewed on Cox Communications Local Access Channel 30 and U-Verse Channel 99. Orange County Great Park Board meetings are also available via live webcast and at any time for replaying through the City's ICTV webpage at [cityofirvine.org/ictv](http://cityofirvine.org/ictv). For more information, please contact the Clerk of the Board/City Clerk's Office at (949) 724-6205.

**STAFF REPORTS**

As a general rule, staff reports or other written documentation have been prepared or organized with respect to each item of business listed on the agenda. Copies of these materials are on file with the Clerk of the Board and are available for public inspection and copying once the agenda is publicly posted (at least 72 hours prior to a regular Orange County Great Park Board meeting). Staff reports can also be downloaded from the City's website at [cityofirvine.org](http://cityofirvine.org) and [ocgp.org](http://ocgp.org) beginning the Friday prior to the scheduled regular Orange County Great Park Board meeting on the 4<sup>th</sup> Tuesday of each month.

In addition, meetings can be viewed live at the time posted on the agenda and related staff reports can be opened and viewed simultaneously along with the streaming of the meeting. To view the meeting, go to [cityofirvine.org/ictv](http://cityofirvine.org/ictv).

If you have any questions regarding any item of business on the agenda for this meeting, or any of the staff reports or other documentation relating to any agenda item, please contact Clerk of the Board/City Clerk staff at (949)724-6205.

**SUPPLEMENTAL MATERIAL RECEIVED AFTER THE POSTING OF THE AGENDA**

Any supplemental writings or documents distributed to a majority of the Orange County Great Park Board regarding any item on this agenda after the posting of the agenda will be available for public review in the Clerk of the Board/City Clerk's Office, One Civic Center Plaza, Irvine, California, during normal business hours. In addition, such writings or documents will be made available for public review at the respective public meeting.

If you have any questions regarding any item of business on the agenda for this meeting, or any of the staff reports or other documentation relating to any agenda item, please contact Clerk of the Board/City Clerk staff at (949)724-6205.

**SUBMITTAL OF INFORMATION BY MEMBERS OF THE PUBLIC FOR  
DISSEMINATION OR PRESENTATION AT PUBLIC MEETINGS**

Media Types and Guidelines

1. Written Materials/Handouts:

Any member of the public who desires to submit documentation in hard copy form may do so prior to the meeting or at the time he/she addresses the Orange County Great Park Board. Please provide 15 copies of the information to be submitted and file with the Clerk of the Board at the time of arrival to the meeting. This information will be disseminated to the Orange County Great Park Board at the time testimony is given.

2. Large Displays/Maps/Renderings:

Any member of the public who desires to display freestanding large displays or renderings in conjunction with their public testimony is asked to notify the Clerk of the Board/City Clerk's Office at (949)724-6205 no later than 10 a.m. on the day of the scheduled meeting so that an easel can be made available, if necessary.

3. Electronic Documents/Audio-Visuals:

Any member of the public who desires to display information electronically in conjunction with their public testimony is asked to submit the information to the Public Information Office (PIO) no later than 10 a.m. on the day of the scheduled meeting. To facilitate your request contact the PIO Office at (949)724-6253 or the City Clerk's Office at (949)724-6205.

Information must be provided on CD, DVD, or VHS; or, emailed by 10 a.m. on the day of the scheduled meeting to [pio@ci.irvine.ca.us](mailto:pio@ci.irvine.ca.us). Members of the public will be asked to provide their name, identify the meeting and the agenda item to be addressed, and a daytime phone number.

The PIO office will notify the person submitting the information as soon as possible prior to the meeting if the information cannot be accessed or if the version provided is incompatible with the City's system. Every effort will be made by City staff to facilitate the presentation.

**CITY SERVICES TO FACILITATE ACCESS TO PUBLIC MEETINGS**

It is the intention of the City of Irvine to comply with the Americans With Disabilities Act (ADA) in all respects. If, as an attendee or a participant at this meeting, you will need special assistance beyond what is normally provided, the City of Irvine will attempt to accommodate you in every reasonable manner. Please contact the Clerk of the Board/City Clerk's Office at (949)724-6205.

Assisted listening devices are available at the meeting for individuals with hearing impairments. Notification 48 hours prior to the meeting will enable the City to make reasonable arrangements to ensure accessibility to this meeting. (28 CFR 35. 102-35. 104 ADA Title II)

**CHALLENGING BOARD DECISIONS**

If a person wishes to challenge the validity or reasonableness of any Board action or decision in court, they may be limited to raising only those issues they or someone else raised at the meeting described in this notice, or in written correspondence delivered to the Orange County Great Park Corporation, at or prior to the meeting. In addition, judicial challenge may be limited or barred where the interested party has not sought and exhausted all available administrative remedies.

**COMMUNICATION AND ELECTRONIC DEVICES**

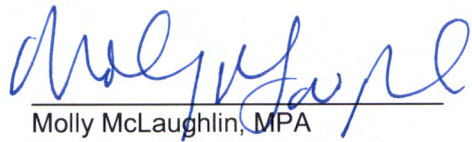
To minimize distractions, please be sure all personal communication and electronic devices are turned off or on silent mode.

**MEETING SCHEDULE**

Regular meetings of the Orange County Great Park Board are held on the fourth Tuesdays of each month at 2 p.m. Agendas are available at the following locations:

- Clerk of the Board/City Clerk's Office
- Police Department
- Front Entrance of City Hall
- University Park Center (Culver/Michelson)
- Walnut Village Center (Culver/Walnut)
- Northwood Town Center (Irvine Blvd./Yale)
- City's web page at [cityofirvine.org](http://cityofirvine.org)
- Orange County Great Park's web page at [ocgp.org](http://ocgp.org)

I hereby certify that the agenda for the Regular Orange County Great Park Board meeting was posted in accordance with law in the posting book located in the Public Safety Lobby of City Hall, One Civic Center Plaza, Irvine, California on October 18, 2018 by 7:45 pm as well as on the City's web page.



Molly McLaughlin, MPA  
Secretary / Clerk of the Board

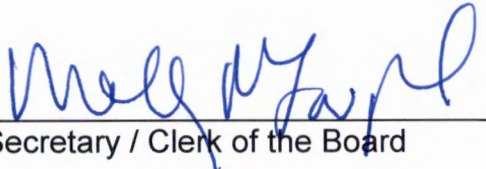
**1.1**



# REQUEST FOR BOARD ACTION

**MEETING DATE:** OCTOBER 23, 2018

**TITLE:** MINUTES



Secretary / Clerk of the Board

**RECOMMENDED ACTION:**

Approve the minutes of a special meeting of the Orange County Great Park Board held on September 25, 2018.



## MINUTES

# ORANGE COUNTY GREAT PARK BOARD SPECIAL MEETING

**September 25, 2018**

Conference and Training Center  
One Civic Center Plaza  
Irvine, CA 92606

### CALL TO ORDER

A special meeting of the Orange County Great Park Board of Directors was called to order on September 25, 2018 at 3:35 p.m. in the Conference and Training Center; Chairman Wagner presiding.

### ROLL CALL

Present:	4	Director:	Jeffrey Lalloway
		Director:	Christina Shea
		Vice Chairwoman:	Melissa Fox
		Chairman:	Donald P. Wagner
Absent	1	Director:	Lynn Schott

### PLEDGE OF ALLEGIANCE

Director Shea led the Pledge of Allegiance.

### INTERIM DIRECTOR, OCGP, REPORT

Pete Carmichael, Interim Director, Orange County Great Park, provided a brief update on construction, infrastructure, amenities and forward planning; and Laurie Hoffman, Director of Community Services, provided an update on booking and scheduling of new venues and the Irvine Global Village Festival at the Orange County Great Park.



Board discussion included: inquiring about prioritizing Irvine residents over for-profit and other groups for certain amenities at the Orange County Great Park.

Community Services Director Hoffman noted that staff is continually working with the Sports Committee to ensure Irvine residents are properly prioritized.

## **BOARDMEMBER REPORTS**

There were none.

### **1. CONSENT CALENDAR**

**ACTION: Moved by Director Lalloway, seconded by Vice Chairwoman Fox, and unanimously carried by those members present (Director Schott absent), to approve Consent Calendar Item No. 1.1.**

#### **1.1 MINUTES**

**ACTION:**

Approved the minutes of a special joint meeting of the Orange County Great Park Board with the Irvine City Council held on August 28, 2018.

### **2. BOARD BUSINESS**

#### **2.1 PROPOSAL SELECTIONS AND BUDGET ADJUSTMENT FOR COMMUNITY CHOICE ENERGY FEASIBILITY STUDY AND STRATEGIC ENERGY PLAN**

Sona Coffee, Environmental Programs Administrator, presented the staff report and responded to questions. Angie Burgh, Senior Management Analyst, was also available for questions.

Vice Chairwoman Fox, as Chairwoman of the Green Ribbon Environmental Committee, noted the Committee's support, reiterating that approval of both would be an investment in future savings.

Russell Stein, Finance Commissioner, reiterated the support of the Finance Commission.

The following individuals also spoke in support:

Dr. Kathleen Treseder, Irvine resident  
Ken Montgomery, Transportation Commissioner  
Steven Allison  
Roger Gloss  
Carl Mariz, Irvine resident

Robin Gahahl, Climate Action Campaign  
Amanda Barth  
Keith Linker  
Lisa Grier  
Paul Berry

Maria Litos, representing Southern California Edison, suggested that the Board consider all facts and ensure that customers would be paying their fair share prior to making a final decision.

Board discussion included: noting that electricity is one of the largest utility expenses; importance of providing consumers with choices; inquired about comments made by SCE with respect to grid reliability and potential power outages; questioned whether grid reliability would be assessed in the feasibility study; noted Orange County Transportation Authority's implementation of electric buses; requested that score sheets for all proposals be included for Board consideration; noted the importance of getting the best company for the best price; and referenced a prior utility study.

**ACTION:** Moved by Director Lalloway, seconded by Director Shea, to:

- 1) Recommend that the City Council approve a budget adjustment for the reallocation of existing funds and authorize staff to award a professional services contract in the amount of \$77,470 to EES Consulting, Inc. for a Community Choice Energy Feasibility Study.
- 2) Recommend that the City Council approve a budget adjustment for the reallocation of existing funds and authorize staff to award a professional services contract in the amount of \$105,500 to Integral Group, Inc. to develop the City of Irvine Strategic Energy Plan.
- 3) Recommend that the City Council direct staff to establish a quarterly task force, comprised of one representative from each City Commission, to review the progress of the Community Choice Energy Feasibility Study and the Strategic Energy Plan.

Additional Board discussion included: inquired about the timeframe to complete the feasibility study; expressed concern about continued fee increases in south Orange County; questioned the need for a task force and its purpose; and whether the public will be invited to attend task force meetings, reiterating the importance of public participation.

Following discussion, Director Lalloway amended his motion.

**ACTION: An amendment to the motion was moved by Director Lalloway, and accepted by Director Shea as the seconder, and unanimously carried by those members present (Director Schott absent), to:**

- 1) Recommend that the City Council approve a budget adjustment for the reallocation of existing funds and authorize staff to award a professional services contract in the amount of \$77,470 to EES Consulting, Inc. for a Community Choice Energy Feasibility Study.
- 2) Recommend that the City Council approve a budget adjustment for the reallocation of existing funds and authorize staff to award a professional services contract in the amount of \$105,500 to Integral Group, Inc. to develop the City of Irvine Strategic Energy Plan.
- 3) Recommend that the City Council direct staff to provide quarterly progress on the Community Choice Energy Feasibility Study and the Strategic Energy Plan to the Green Ribbon Environmental Committee, with updates to the City Council; and return to the City Council for approval once finalized.

**PUBLIC COMMENTS**

Mike Riedel, representing Wild Rivers, spoke about the upcoming Closed Session item related to Wild Rivers, LLC and price/terms of payment, to which Chairman Wagner suggested he speak during the City Council meeting prior to the City Council convening to Closed Session.

**ADJOURNMENT**

**Moved by Director Shea, seconded by Director Lalloway, and unanimously carried by those members present (Director Schott absent), to adjourn the special meeting at 4:19 p.m.**

\_\_\_\_\_  
CHAIRMAN

\_\_\_\_\_  
October 23, 2018

\_\_\_\_\_  
DATE

\_\_\_\_\_  
SECRETARY/CLERK OF THE BOARD

1.2



## REQUEST FOR BOARD ACTION

**MEETING DATE:** OCTOBER 23, 2018

**TITLE:** RECOMMENDED REALIGNMENT OF DEPARTMENT DIRECTOR POSITIONS TO REFLECT BEST PRACTICES AND ADDRESS INTERNAL EQUITY

A handwritten signature in blue ink, appearing to read "Chad", written over a horizontal line.

Assistant City Manager

A handwritten signature in blue ink, appearing to read "John", written over a horizontal line.

City Manager

### RECOMMENDED ACTION

1. Recommend the City Council adopt - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF IRVINE, CALIFORNIA, ESTABLISHING A CLASSIFICATION AND COMPENSATION POLICY FOR MANAGEMENT AND NON-REPRESENTED EMPLOYEES (EXEMPT) OF THE CITY OF IRVINE, AND SUPERSEDING RESOLUTION NO. 18-59, WHICH IS INCONSISTENT THEREWITH
2. Recommend the City Council adopt - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF IRVINE, CALIFORNIA, AUTHORIZING FULL-TIME POSITIONS IN ACCORDANCE WITH THE PROVISIONS OF COMPENSATION RESOLUTIONS AND THE OPERATING BUDGET FOR THE 2018-19 FISCAL YEAR, AND SUPERSEDING RESOLUTION NO. 18-60, WHICH IS INCONSISTENT THEREWITH
3. Recommend the City Council adopt - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF IRVINE, CALIFORNIA, ESTABLISHING THE SALARY GRADE ORDER STRUCTURE AND SALARY RANGES FOR EMPLOYEES OF THE CITY OF IRVINE, AND SUPERSEDING RESOLUTION NO. 18-61, WHICH IS INCONSISTENT THEREWITH

### EXECUTIVE SUMMARY

The recommended actions propose classification changes and position realignment in the Orange County Great Park Division, City Clerk's Office and Administrative Services Department to properly reflect the current span of responsibility, address internal equity among other comparable positions in the City organization, realign workload, and implement best practices as found at comparable cities. The proposed changes do not increase staffing levels.

The following table illustrates the proposed full-time and part-time staffing levels overseen by the various Department Directors in the City, along with reporting relationships.

<b>Department Director</b>	<b>Reporting To</b>	<b>Full and Part Time Staffing Level in Department</b>
City Clerk*	City Manager	19
Community Development	Assistant City Manager	116
Community Services	Assistant City Manager	793
Employee Development & Innovation*	Assistant City Manager	31
Financial Management & Strategic Planning*	Assistant City Manager	36
Public Affairs & Communications	City Manager	8
Public Safety	City Manager	469
Public Works	Assistant City Manager	150
Transportation	Assistant City Manager	22

\*Proposed changes

**COMMISSION/BOARD/COMMITTEE RECOMMENDATION**

Not applicable.

**ANALYSIS**

Staff evaluated the structures of City Clerk’s Office, Orange County Great Park Division, and Administrative Services Department against other comparable organizations and determined certain programs, services and positions were not optimally situated for an organization of Irvine’s size and scope. The following summarizes the recommended changes.

City Clerk’s Office

Staff evaluated the classification level for the City Clerk position in relation to other director-level positions in the City and in comparison to similar sized cities. The City Clerk effectively functions as a department director, responsible for the oversight of municipal elections, records management, central reception, duplicating, and mail operations. Staff recommends the position be reallocated on the Salary Grade Order from a Deputy Director classification to a Director classification so that it is equitable with the City’s other director-level positions and consistent with comparable cities.

Orange County Great Park Division in the City Manager's Office

The scope of responsibility for the existing Great Park Director position has greatly diminished over time. The new City Manager has brought experience in conducting multifaceted negotiations, developing public-private partnerships, overseeing interagency coordination, implementing long-term strategy, and providing executive oversight to large complex projects. Moreover, the recently hired Manager of Economic Development has knowledge, skills, and abilities that will be of benefit to the Orange County Great Park. Economic Development's efforts in working with internal and external stakeholders to increase the City's footprint in the business community will have some crossover functionality in support of the Orange County Great Park's mission. With the City Manager providing executive oversight to the Orange County Great Park, the resources tied to the director-level position can be repurposed to address the project's pressing needs of research and analysis at the staff level. In addition to reclassifying an existing Manager to Deputy Director, the recommended actions propose exchanging the vacant Director of Great Park and Great Park Property Administrator positions for the lower-level positions of Management Analyst I and Senior Project Manager.

Administrative Services Department

Administrative Services is comprised of Finance, Human Resources, Information Technology, Budget, and Purchasing. The combination of such diverse functions within a single department is inconsistent with both industry standards and best practices; it is not typically found in cities of comparable size and structure. Accordingly, Human Resources and Information Technology should be elevated to a higher level within the organization. Staff recommends that Human Resources report directly to the Assistant City Manager under a newly established Department of Employee Development & Innovation to include Information Technology. Oversight of these services can be accomplished through existing resources by reclassifying the current Deputy Director of Administrative Services to Director of Employee Development & Innovation.

The remaining divisions of Administrative Services would continue to report to the Assistant City Manager under the new title of the Department of Financial Management & Strategic Planning. Toward this end, the recommended actions include retitling Director of Administrative Services to Director of Financial Management & Strategic Planning.

Attachments four through seven contain revised organization charts reflecting the recommended changes.



**ALTERNATIVES CONSIDERED**

The City Council could reject the recommended actions in whole or in part. This is not recommended as the proposed structure is reflective of industry standards, municipal best practices and is consistent with other agencies of similar size and scope.

**FINANCIAL IMPACT**

The recommended actions result in a total savings of approximately \$104,000.

**Orange County Great Park**

<b>Existing</b>	<b>Proposed</b>	<b>Financial Impact</b>
Director of Orange County Great Park	Management Analyst I	\$124,051 savings
Great Park Property Administrator	Senior Project Manager	\$24,981 savings
Manager of Great Park Planning & Development	Deputy Director of Orange County Great Park	\$8,378 cost
		<b>\$140,654 savings</b>

**General Fund**

<b>Existing</b>	<b>Proposed</b>	<b>Financial Impact</b>
Deputy Director of Administrative Services	Director of Employee Development & Innovation	\$18,358
City Clerk at Deputy Director-level	City Clerk at Director-level	\$18,358
Director of Administrative Services	Director of Financial Management & Strategic Planning	No Impact
		<b>\$36,716 cost</b>

**REPORT PREPARED BY**

Marianna Marysheva, Assistant City Manager

**ATTACHMENTS:**

1. Management and Non-Represented Resolution
2. Position Control Resolution
3. Salary Grade Order Resolution
4. Organizational Chart – Orange County Great Park
5. Organizational Chart – Department of Employee Development & Innovation



6. Organizational Chart – Department of Financial Management & Strategic Planning
7. Organizational Chart – City Clerk's Office

CITY COUNCIL RESOLUTION NO. 18-XX

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF IRVINE, CALIFORNIA, ESTABLISHING A CLASSIFICATION AND COMPENSATION POLICY FOR MANAGEMENT AND NON-REPRESENTED EMPLOYEES (EXEMPT) OF THE CITY OF IRVINE, AND SUPERSEDING RESOLUTION NO. 18-59, WHICH IS INCONSISTENT THEREWITH

WHEREAS, revisions have been made to the Classification and Compensation Policy; and

NOW, THEREFORE, the City Council of the City of Irvine DOES HEREBY RESOLVE as follows:

SECTION 1. ANNUAL COMPENSATION FOR MANAGEMENT AND NON-REPRESENTED EMPLOYEES

The pay grades for Management and Non-Represented Employees of the City of Irvine shall be set forth as shown in the applicable salary resolution adopted by the City Council.

SECTION 2. OTHER COMPENSATION COMPONENTS

Eligible exempt Management and Non-Represented employees shall receive additional compensation benefits as follows:

1. Pension:

A. The provisions of this Section 2.1 shall apply to all employees, as of June 30, 2003, who elected to decline the CalPERS benefits.

1. The City shall invest an amount equal to 12.448% of each employee's base salary in the City of Irvine Defined Contribution Pension Plan (DCPP) for employees who are actively employed in the unit on or after this Resolution is approved by the City Council. Employees shall become fifty percent (50%) vested in such plan upon completion of the initial six months of employment. Thereafter, such vested interest shall increase at the rate of 5% for every Plan Year in which the employee completes 1000 hours of service. Once the employee has completed five (5) years of service, he/she shall become 100% vested in the retirement plan.
2. The City will deduct an amount equal to 6.552% of each employee's base salary to invest in the City of Irvine DCPP. It is understood that this payroll deduction shall be mandatory for all employees who elect to remain in the City of Irvine DCPP.

3. All employees who elected to remain in the City of Irvine DCPD shall not be entitled to any CalPERS benefits, past, present or future, as provided under Section 2.1.B of this Resolution. If employees elected to remain in the City of Irvine DCPD, such participation shall continue until the employee terminates their employment from the City for any reason.
  4. The City will utilize retirement plan forfeitures to offset the cost of City of Irvine DCPD account management and administrative fees.
- B. The provisions of this section B.1 shall apply to employees, as of June 30, 2003, who elected to waive their rights to the City of Irvine Defined Contribution Pension Plan (DCPD) and who elected to transfer to the CalPERS program.
1. The City's contract with CalPERS shall include the following options:
    - a. 2.7% @ 55 Full Formula for Local Miscellaneous Members (Cal. Govt. Code Section 21354.5)
    - b. One Year Final Compensation (Cal. Govt. Code Section 20042)
    - c. Military Service Credit as Public Service (Govt. Code Section 21024), in which the employee pays the entire cost
    - d. Improved Non-Industrial Disability Allowance (Cal. Govt. Code Section 21427)
    - e. 4<sup>th</sup> Level 1959 Survivor Benefits (Govt. Code Section 21574)
    - f. Limit Prior Service to Members Employed on Contract Date (Govt. Code Section 20938)
  2. All eligible employees hired on or after July 5, 2003, the effective date of the CalPERS contract, shall become members of the CalPERS Retirement Program.
  3. All active eligible employees shall be members of CalPERS, unless they elected to decline the CalPERS benefits through the irrevocable election process. All employees covered by CalPERS shall no longer be entitled to any benefits past, present or future, provided under the City of Irvine DCPD referenced in Section 2.1.A above.
  4. Once a member of the CalPERS plan, such participation shall continue until the employee terminates employment with the City for any reason.

5. The CalPERS vesting schedule will apply (Cal. Govt. Code Section 21060).
  6. Employer-Paid Member Contributions and New CalPERS Miscellaneous Tiers
    - a. The full eight percent (8%) cost of the CalPERS member contributions will be paid by the employee.
    - b. Effective April 14, 2012, the City implemented the 2% @ 55 retirement program with the average of the three highest paid consecutive years for all miscellaneous employees hired on or after that date. Employees in the 2% @ 55 plan will pay the full 7% Member Contribution for the entire term of their employment.
    - c. All “new members” within the meaning of the California Public Employees Pension Reform Act of 2013 hired by the City on or after January 1, 2013, will be placed in the City’s Tier 3 plan; 2% at 62 formula for Miscellaneous employees. Employees will pay the full employee contribution, which will be one-half the normal rate as determined by CalPERS and there shall be no employer payment of any of the required employee contribution.
- C. The Sworn employees listed in Exhibit A shall become a member of the CalPERS retirement plan for local safety employees, pursuant to the contract between the City and CalPERS.
1. Once a member of the CalPERS plan, such participation shall continue until the employee terminates employment with the City for any reason.
  2. The CalPERS vesting schedule will apply (Cal. Govt. Code Section 21060).
 

For employees who are members of the City’s 3% at 50 CalPERS, the full nine percent (9%) member contribution will be paid by the member, through pre-tax payroll deduction.
  3. All “new members” within the meaning of the California Public Employees Pension Reform Act of 2013 hired by the City on or after January 1, 2013, will be placed in the City’s Tier 3 plan; 2.7% at 57 for Sworn employees. Employees will pay the full employee contribution, which will be one-half the normal rate as determined by CalPERS and there shall be no employer payment of any of the required employee contribution.
  4. Employer paid member contributions shall be considered deferred income for federal and state income tax purposes. Should any state or

federal agency alter the current income tax treatment of such payments, the consequences of such action shall be the sole responsibility of the affected employees, and shall in no way alter any obligation of the City toward such employees.

## 2. Retiree Health Plan

- A. The City shall contribute an amount equal to two percent (2%) of each employee's base salary in a Retiree Health Savings (RHS) account, which shall be administered by the employees covered by this Resolution.
- B. An employee who has retired from the City and has either attained the age of sixty (60) years or is fifty (50) years old and has completed five (5) years of service with the City shall be entitled to purchase the medical insurance plan in effect at the time of retirement at the City's rates for the employee and the employee's dependents at the cost to the former employee, now retiree.
- C. The City will allow a spouse of an eligible retired unit member to continue to purchase the medical insurance after the death of the retired employee, provided that the spouse was covered under a City insurance plan at the time of employee's death and provided that there has been no break in coverage since the employee's retirement. This eligibility for continued coverage ceases if such spouse remarries.
- D. Each representation unit has determined the type of retiree health program in which its members shall participate. In order to ensure that the employees can maximize their benefits, the City agrees to allow employees to remain in the designated type of retiree health program throughout their service with the City, whether or not the employee moves to another representation unit(s). In the event an employee moves to another representation unit, the City will contribute an amount up to the contribution established for the new unit's retiree health plan and the employee will not be eligible to participate in any other non-voluntary health plan offered to City employees. If the City's contribution toward a retiree health plan in the new unit is less than what is required for the employee's designated retiree health plan, the difference will be deducted from the employee's pay.

## 3. Health Insurance Benefits

### A. Indemnity Medical Insurance

The City shall provide the option to employees to enroll in a medical indemnity insurance plan.

B. Indemnity Dental Insurance

The City shall provide the option to employees to enroll in a dental indemnity insurance plan.

C. Health Maintenance Organizations

The City shall provide the option to employees to enroll in a health maintenance organization and/or a dental maintenance organization.

D. Vision Care Plan

The City shall provide a vision care plan.

E. For employees who choose the PPO medical plan, the total cost to the City for medical, dental, psychological and vision insurance shall not exceed \$694.04 per month, per employee, \$754.04 per month, per employee plus one (1) dependent or \$1,064.31 per month per employee plus family. The medical tier that the employee selects will drive the insurance cap that is applied to the employee's health benefit selections.

F. Employees have the option of enrolling themselves and/or their dependents into a no-cost medical plan rather than being subject to the cap as set forth in item F., above. Under the no-cost plan, the City will provide any HMO Medical Plan and any HMO Dental Plan offered by the City, as described in item F. above. Under this option, employees may choose to upgrade from the HMO Dental Plan to the PPO Dental Plan, however the employee will be required to pay the difference in premium between the HMO Dental Plan and the PPO Dental Plan.

Effective January 1, 2015, any increase in the cost of the HMO Medical Plans over the costs in effect December 31, 2014, will be borne as follows: The City will pay 95% of the increased cost, and employees enrolled in HMO Medical Plans will pay the remaining 5% of cost increases in annual premiums. Each year thereafter, the amount paid by employees in prior years will be added to that portion of the increase (five percent 5%) the employees will pay in the current year.

4. Disability Insurance

The City shall provide a long-term disability insurance plan for employees.

5. Life Insurance

Employees covered by this Resolution shall be provided a life insurance policy in the amount equal to a full year's base salary rounded up to the next \$1,000.

6. Flexible Spending Account

Employees may use pre-tax dollars to pay for eligible medical and dependent care expenses per Internal Revenue Code Sections 125 and 129. The City will use what legal means exist to recover cost for claims paid in advance of sufficient employee payroll deduction being made upon the employee's separation from the City.

7. Expense Allowances

A. Vehicle/Vehicle Allowance

Management employees listed in Sections A and B of Attachment I shall be provided a vehicle at City expense or a monthly vehicle allowance. Those classifications listed in Section C of Attachment I shall be provided a monthly vehicle allowance. The City Manager may approve use of a City vehicle or mileage reimbursement for those miles traveled in the employee's vehicle, which exceed the miles covered by the vehicle allowance based on the current mileage rate

Classifications in Section A and B	\$550
Classifications in Section C	\$300

B. Telecommunications Allowance

Employees listed in Sections A, B and C of Attachment I shall be provided a \$100.00 monthly allowance for cellular service. In addition, a reimbursement of up to \$200 for cellular equipment will be provided upon receipt of invoice initially (following appointment to an affected classification) and once every two years thereafter, if necessary to replace existing equipment. All contracts for cellular service for these employees shall be between the provider and the individual.

8. Vacation

Management and Non-Represented employees shall accrue vacation credits on a monthly basis as follows:

<u>Years of Service</u>	<u>Annual Vacation Credits</u>
1 through 3	120 hours
After 3 through 10	160 hours
After 10 years or more	200 hours

As an incentive for filling critical management and non-represented positions, as part of an offer of employment, the City Manager may grant a vacation balance of one week upon appointment.

Employees may not accrue more than three (3) times their annual accrual rate of vacation. When an employee earns vacation in excess of the maximum accrual, the employee shall be paid for vacation during the pay period earned and at the employee's base rate of pay.

The dates an employee may take her/his vacation shall be determined by the Department Director or the City Manager with due regard for the wishes of the employee and particular regard for the needs of the City. Other policies related to the accrual and use of vacation shall be as provided in the Personnel Rules and Procedures.

9. Vacation Buyback

On or before the pay period which includes December 15 of each calendar year, an employee may make an irrevocable election to cash out up to eighty (80) hours of accrued vacation (in whole hour increments) which will be earned in the following calendar year at the employee's base rate of pay. The employee will receive cash for the amount of vacation the employee irrevocably elected to cash out in the prior year. Payment will be made by Thanksgiving. However, if the employee's vacation leave balance is less than the amount the employee elected to cash out (in the prior calendar year) the employee will receive cash for the amount of leave the employee has accrued at the time of the cash out.

10. Personal Sick Leave

Employees shall accrue personal sick leave credits at the rate of eight (8) hours per month.

Unless unforeseen and extenuating circumstances arise, in order to receive compensation while absent on sick leave, the employee shall notify her/his immediate supervisor or the Personnel Officer prior to or within one (1) hour after the time set for beginning her/his daily duties, or as may be specified by the head of her/his department. When absence is for one workday or more, the employee may be required to file a physician's certificate with the Personnel Officer, stating the cause of absence.

An employee receiving temporary disability payments under the Workers' Compensation laws may use a pro-rated amount of accumulated sick leave in order to continue to maintain her/his regular income. Under such circumstances, the employee shall submit any benefit payments from the Workers' Compensation fund to the Finance Officer.



An employee may be required to provide a doctor's release to return to work following an illness or injury resulting in an inability to perform assigned duties.

11. Personal Sick Leave Conversion

Employees having less than ten (10) years of consecutive full-time service shall be eligible, if they so desire, each quarter (January 1, April 1, July 1, October 1) to convert unused personal sick leave in excess of 168 hours at a ratio of eight (8) hours of vacation for every twenty-four (24) hours of personal sick leave. Employees with at least ten (10) years of full-time consecutive service shall be eligible to convert sick leave in excess of 168 hours at the ratio of eight (8) vacation hours for sixteen (16) sick leave hours. One hundred sixty-eight (168) hours must be accrued and retained prior to converting any excess personal sick leave hours to vacation hours.

Effective the pay period following April 1 of each year, regular full-time employees, whose unused personal sick leave has accumulated to more than 700 hours, must convert those hours in excess of 700 into their respective individual accounts in the Management Retiree Health Savings Plan, subject to a maximum conversion of 120 hours of sick leave per employee per year. The conversion of personal sick leave into the Retiree Health Savings Plan shall occur as follows:

- A. The City will convert unused sick leave into the Retiree Health Savings Plan for regular full-time employees having less than ten (10) years of consecutive full-time service at a ratio of three (3) hours of sick leave to one (1) hour of pay at the employee's current base salary rate.
- B. The City will convert unused personal sick leave into the Retiree Health Savings Plan for regular full-time employees with at least ten (10) years of consecutive full-time service at a ratio of two (2) hours of sick leave to one (1) hour of pay at the employee's current base salary rate.

Upon separation regular full-time employees must convert all remaining sick leave hours into their respective individual accounts in the Retiree Health Savings Plan as follows:

- 1. The City will convert unused personal sick leave into the Retiree Health Savings Plan for regular full-time employees having less than ten (10) years of consecutive full-time service at a ratio of three (3) hours of sick leave to one (1) hour of pay at the employee's current base salary rate.
- 2. The City will convert unused personal sick leave into the Retiree Health Savings Plan for regular full-time employees with at least ten (10) years of consecutive full-time service at a ratio of two (2) hours of sick leave to one (1) hour of pay at the employee's current base salary rate.

Employees who separate due to termination for cause or resignation/retirement in lieu of termination for cause shall not be eligible to convert their sick leave into the Retiree Health Savings Plan.

12. Personal Leave

Effective the pay period which includes January 1<sup>st</sup> of each year, employees shall receive a Personal Leave Benefit of seventy-one (71) hours per year. Such leave shall be available for employees to use from the beginning of the first pay period beginning in the calendar year through the end of the last pay period beginning in the calendar year. Such hours shall not accrue from year to year. This leave has no cash value and cannot be cashed out. If, at the end of the calendar year, the employee has any of this leave on the books, with the pay period including January 1, he/she will be provided with whatever amount of leave is necessary to bring his/her bank up to 71 hours. Probationary employees who commence employment with the City after January 1 will receive twenty four (24) less Personal Leave hours for every four (4) months the employee is not on paid status with the City.

The employee shall notify his/her immediate supervisor of the use of a Personal Leave day at least 36 hours in advance unless circumstances beyond the employee's control prevent such notification.

13. Bereavement Leave

Employees shall receive up to forty (40) hours for any one instance for absence necessitated by the death of immediate family members. Such credit shall not be accrued from year to year. The immediate family shall be defined as mean father, father-in-law, mother, mother-in-law, step-parent, brother, step-brother, sister, step-sister, wife, husband, registered domestic partner, child, step-child, grandparent, grandparents in-law, grandchild, legal guardian or other individuals whose relationship to the employee is that of a dependent, a domestic partner as defined by California Family Code section 297, or a person who stood *in loco parentis* (in place of a parent) to the employee.

14. Parenthood Leave

An employee may be granted a temporary parenthood leave of absence without pay, not to exceed 180 calendar days per year, upon approval from the City Manager. The employee requesting such leave shall present evidence of the birth or adoption of a child by the employee or spouse to his/her Department Director. The City will comply with all elements of parenthood leave under the Family Medical Leave Act and the California Family Rights Act. . Any such leave will run concurrently with parenthood leave as provided for under the FMLA and CFRA.

15. Administrative Leave

Effective the first pay period beginning in January of each year, employees in classifications listed in Section A, B, C or D of Attachment I will receive forty (40) hours of Administrative Leave per calendar year. Administrative Leave will be prorated on a monthly basis for management and non-represented employees appointed during the calendar year. Additional Administrative Leave may be approved by the Department Director or City Manager. Administrative Leave must be used by the end of the calendar year. Such hours shall not accrue from year to year or be paid off upon termination. . This leave has no cash value and cannot be cashed out. If, at the end of the calendar year, the employee has any of this leave on the books, with the pay period including January 1, he/she will be provided with whatever amount of leave is necessary to bring his/her bank up to 40 hours.

16. Education/ Reimbursement/Professional Development/Professional Advancement

Employees shall be eligible for reimbursement of approved education or professional development expenses to a maximum of \$1,300 per calendar year.

Up to \$500 of the employee's annual professional development fund may be used towards travel, expenses for City approved conferences, seminars, job-related training, and/or certified wellness programs for Sworn employees in accordance with Irvine Police Department and City Policy. Employees using professional development funds for travel-related purposes shall be subject to all guidelines established by City travel policies and procedures.

Up to \$250 of the employee's annual professional development funds may be used toward supplementing un-reimbursed expenses for his/her annual physical examination, subject to the provisions of Article 24 of the City's Personnel Rules and Procedures.

The sworn employees listed in Attachment I shall be eligible for a twelve percent (12%) Professional Advancement benefit upon attaining a California P.O.S.T. Executive Development Certificate or completion of a FBI National Academy program or completion of a Master's Degree or comparable extended professional management training program.

17. Holidays

The recognized holidays to be observed by the City in each calendar year shall be as follows:

New Year's Day  
Martin Luther King Jr. Day

Washington's Birthday  
Memorial Day  
Independence Day (4<sup>th</sup> of July)  
Labor Day  
Veterans Day  
Thanksgiving Day  
Day after Thanksgiving  
Christmas Eve  
Christmas Day

Prior to the beginning of the calendar year, Administrative Services will designate and announce the dates on which the above referenced holidays shall be observed. Human Resources may designate alternate dates the City will observe holidays in order to occur in conjunction with the Holiday Leave benefit provided below.

Full-time employees shall receive nine (9) hours pay for each holiday observed on a Monday, Tuesday, Wednesday, or Thursday. Employees shall receive eight (8) hours pay for each holiday observed on a regularly scheduled working Friday. Regular full-time employees working an eight-hour (8), five-day (5) schedule will receive eight (8) hours for each of these holidays.

#### Holiday Leave

Effective in December 2017 and each year thereafter, employees in the unit will not be required to come to work and will be provided with three days of paid leave to be used in the pay period that includes the Christmas Eve, Christmas Day and New Year's Holidays. The dates of the three "Holiday Leave" days will be designated annually by Human Resources. Employees will be provided with three days of paid leave based on the number of hours they are regularly scheduled to work on designated "Holiday Leave" days. Employees must use this leave on the designated days unless directed to work by the Department Director or designee. In cases where the employee is directed to work on such days, the employee will be credited with leave in an amount equivalent to what they would have used had they not been directed to work. In cases where a designated "Holiday Leave" day falls on an employee's regularly scheduled day off, the employee will be credited with leave in an amount equivalent to what they would have used had it been a regularly scheduled work day. Such leave shall have no cash value, and will expire if not utilized within the pay period that includes November 30 of the following year.

Employees wanting to take additional days off in conjunction with the observed Holidays and designated Holiday Leave Days must utilize other accrued leave in accordance with existing rules.

For 2017, the following shall be observed:

Monday 12/25 - Christmas Day Eve  
Tuesday 12/26- Christmas Day  
Wednesday 12/27- Holiday Leave  
Thursday 12/28- Holiday Leave  
Friday 12/29- Holiday Leave

For 2018, the following shall be observed:

Monday 12/24-Christmas Eve  
Tuesday 12/25-Christmas Day  
Wednesday 12/26- Holiday Leave  
Thursday 12/27- Holiday Leave  
Friday 12/28- Holiday Leave

18. Jury Duty and Subpoenas

Every employee of the City who is subpoenaed as a witness for a local, state or federal government shall be entitled to absent herself/himself from her/his duties with the City during the period of such service or while necessarily being present in court as a result of such call or subpoena, and shall receive full compensation.

In order to balance the City of Irvine's interest in maintaining productivity with the interest that employees are able to support our system of justice by serving on juries, paid Jury Duty is limited to a maximum of 80 hours in a calendar year. If an employee, despite reporting the limit to the Court, is required to serve beyond 80 hours he or she can request an exception of the limit on paid Jury Duty Leave by the City Manager

If an employee is required to be absent from work to report for jury duty, the employee will notify his/her supervisor of the absence as soon as possible, including, a phone message the night before if the employee finds out via a phone recording that he/she must report the next day.

An employee on jury duty must either return to work after the jury service is done for the day if there are still four hours left on his/her shift or call in to his/her supervisor and ask to use leave to cover the rest of his/her shift.

For any additional time taken off before or after jury duty, an employee will be required to utilize paid accrued time subject to supervisor approval.

An employee who is called to jury duty on a non-working day will not receive compensation or be authorized to change their schedule as a result of being called to jury duty.

19. Military Leave

Employees shall be entitled to such benefits as are provided by law. An employee requesting such military leave shall present a copy of her/his military orders to her/his Department Director or the City Manager prior to the beginning of the leave.

20. Physical Examination

The City shall reimburse employees in classifications listed in Sections A, B or C of Attachment I up to a maximum of \$350 per calendar year for expenses incurred as a result of an annual physical examination as defined in Article 24 of the City's Personnel Rules and Procedures. The City shall reimburse employees in classifications listed in Section D of Attachment I up to a maximum of \$250 per calendar year for expenses incurred as a result of an annual physical examination as defined in Article 24 of the City's Personnel Rules and Procedures. An annual physical is optional. Expenses eligible for payment by the City health insurance plan shall not be eligible for reimbursement.

21. Industrial Accident Salary Continuance

In the event that it is determined that a full-time employee is absent from work as a result of any injury or disease arising solely out of the employment with the City and in no way related to any prior existing condition, the City shall provide up to six (6) months of Industrial Accident Salary Continuance during any two-year period under the following conditions:

- A. In the event the employee qualifies for compensation under State law, the employee shall receive the difference between the Workers' Compensation payments and his/her regular salary;
- B. The employee shall accrue sick leave or vacation leave during the term of the Industrial Accident Salary Continuance taken;
- C. The employee's condition is not permanent and stationary as determined by the City's appointed physician.

For sworn CalPERS members, the City shall follow the provisions of Section 4850 of the California Labor Code when that member is disabled by injury or illness arising out of and in the course of his/her duties.

In the event of an on-the-job injury or accident resulting in loss of time beyond that required for immediate medical attention, such employee may be required to be examined by a licensed physician appointed by the City of Irvine.

Any on-the-job injury or accident must be reported to the employee's immediate supervisor within twenty-four (24) hours after said injury or accident. Failure to report said injury or said accident shall be grounds for disciplinary action.

22. Accrual of Leaves

All paid leave hours accrued shall be prorated based on the number of hours worked or paid up to eighty (80) hours in a pay period.

23. Select Benefits Program

The City will provide a cafeteria-style benefit program for Management and Non-Represented employees to include the following general elements:

- A. Enhanced choices among City-offered health benefit plans.
- B. Employees not claiming dependents on their health plan shall receive \$150 per month. The stipend may be taken as taxable cash.

24. Management Incentive Pay

Management employees in the classifications listed in Sections A, B, and C of Attachment I, shall be eligible to receive 3% Management Incentive Pay above the base salary, in recognition for the unique nature of their work.

25. Bilingual Pay Program

Department Directors shall annually designate which positions will be assigned bilingual duties and which languages shall be eligible for bilingual pay. Qualified employees who meet the following criteria shall receive an additional \$50.00 per month.

- A. An employee must be assigned to speak or translate a language in addition to English as part of their position responsibilities. This includes such specialized communication skills as sign language.
- B. To become qualified, employees must be certified as qualified by the Personnel Officer or designee.
- C. For positions requiring extensive contact with the public or contractors, bilingual pay will be rotated among employees who are deemed as qualified by the City. The Department Director will have the discretion to determine the number of employees and the sections/units that qualify to participate in a "rotation pool." Rotations will occur every 12 months, effective the first pay period each November. It is the Department Director's sole discretion

to determine the order of rotation among the qualified employees. An employee who has not performed bilingual duties within the rotation for a period of 24 months or longer must be re-certified by the City in order to receive bilingual pay.

An employee in a bilingual assignment may request to have the bilingual assignment and corresponding pay removed.

**SECTION 3. PAY PROGRESSION IN A PAY GRADE**

**1. Base Pay Progression**

Pay progression within a Salary Grade will be based strictly upon individual performance and summarized in an annual performance appraisal. For employees listed in Sections B, C, and D of Attachment I, all base pay progression within pay grades will be limited to the Market Point of a pay grade according to the following schedule:

<u>Salary Placement in Pay Grade</u>	<u>Performance Level</u>	<u>Pay Increase</u>
Less than Maximum Range	Unsatisfactory or Needs Development	0%
Less than Maximum Range	Accomplished Standards	3% base adjustment, limited to Maximum of pay grade
Less than Maximum Range	Excellent	4 ½% base adjustment, limited to Maximum of pay grade
Less than Maximum Range	Outstanding	6% base adjustment, up Maximum of pay grade

Annual merit increases will be effective the payroll period that includes September 1<sup>st</sup> of each year and will be prospective from that date.



## 2. Initial Six-Month Merit Reviews

Employees listed in Sections B, C and D of Attachment I who have completed less than six (6) months of service in their Management or Non-Represented classification effective June 30<sup>th</sup> of each year will not be eligible to participate in the annual review process. At the completion of the initial six months of service in their current classification, the employees in Sections B, C and D of Attachment I will receive a performance review and merit increase appropriate to the performance review rating. The criteria and rating system for six-month reviews will be the same as those for annual performance reviews.

Following the completion of six months of service in their current classifications, the employees in Sections B, C and D of Attachment I will be eligible to participate in the annual performance review process the following July. The merit increase granted in the first annual review process following the initial six (6) month merit review will be prorated to reflect only the time period since the completion of the initial six months of service. All subsequent performance reviews will be according to the same merit schedule as other Management and Non-Represented employees.

## SECTION 4. WAGE AND SALARY ADJUSTMENT

Effective the pay period that includes September 1, 2017, the salary ranges of the classifications covered by this Resolution shall be increased by two percent (2.0%).

Effective the pay period that includes July 1, 2018, the salary ranges of the classifications covered by this Resolution shall be increased by two percent (2.0%).

## SECTION 5. MANAGEMENT SPECIALIST

Classifications listed in Section D of Attachment I shall be designated as "Management Specialists" pursuant to the City's Personnel Rules and Procedures.

## SECTION 6. SEVERANCE

In the event of a lay-off within a designated management classification, the City Manager shall be authorized to enter into a severance agreement with the impacted employee.

## SECTION 7. EMPLOYEE RESPONSIBILITIES

Since it is the City's policy to recruit highly qualified staff at a competitive total compensation level, the employees shall be responsible for striving to meet the high performance standards established by the City management.

SECTION 8.

The compensation policy provided for by this Resolution shall be operative from and after 12:01 a.m. on the twenty third day of October 2018, unless otherwise stated. All previous resolutions are hereby repealed effective on the operative date of this resolution.

PASSED AND ADOPTED by the City Council of the City of Irvine at a regular meeting held on the 23<sup>rd</sup> day of October 2018.

\_\_\_\_\_  
MAYOR OF THE CITY OF IRVINE

ATTEST:

\_\_\_\_\_  
CITY CLERK OF THE CITY OF IRVINE

STATE OF CALIFORNIA )  
COUNTY OF ORANGE ) SS  
CITY OF IRVINE )

I, MOLLY MCLAUGHLIN, City Clerk of the City of Irvine, HEREBY DO CERTIFY that the foregoing resolution was duly adopted at a regular meeting of the City Council of the City of Irvine, held on the 23<sup>rd</sup> day of October 2018.

AYES:	COUNCILMEMBERS:
NOES:	COUNCILMEMBERS:
ABSENT:	COUNCILMEMBERS:
ABSTAIN:	COUNCILMEMBERS:

\_\_\_\_\_  
CITY CLERK OF THE CITY OF IRVINE

Exhibit A

Executive Management, Management and  
Non-Represented Employees (Exempt) Classification Titles

- A. City Manager
  
- B. Assistant City Manager
  - City Clerk
  - Director of Community Development
  - Director of Community Services
  - Director of Employee Development & Innovation
  - Director of Financial Management & Strategic Planning
  - Director of Public Affairs & Communications
  - Director of Public Safety/Chief of Police
  - Director of Public Works
  - Director of Transportation
  
  - Chief Information Officer
  - Deputy City Manager
  - Deputy Director of Community Services
  - Deputy Director of Orange County Great Park
  - Deputy Director of Public Works
  - Deputy Director of Public Safety/Police Chief
  - Deputy Director of Community Development
  
- C. Council Services Manager
  - Manager of Advance Planning
  - Manager of Animal Care
  - Manager of Building & Safety/Chief Building Official
  - Manager of Business Services
  - Manager of Community Services
  - Manager of Economic Development
  - Manager of Engineering/City Engineer
  - Manager of Facilities Maintenance & Rehabilitation
  - Manager of Fiscal Services
  - Manager of Housing
  - Manager of Human Resources
  - Manager of Land & Assets
  - Manager of Neighborhood Services
  - Manager of Public Communications
  - Manager of Public Services
  - Manager of Transit & Transportation
  - Special Assistant to the Chief of Police
  
- D. Chief Veterinarian
  - Animal Care Center Veterinarian

CITY COUNCIL RESOLUTION NO. 18-XX

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF IRVINE, CALIFORNIA, AUTHORIZING FULL-TIME POSITIONS IN ACCORDANCE WITH THE PROVISIONS OF COMPENSATION RESOLUTIONS AND THE OPERATING BUDGET FOR THE 2018-19 FISCAL YEAR, AND SUPERSEDING RESOLUTION NO. 18-60, WHICH IS INCONSISTENT THEREWITH

NOW, THEREFORE, the City Council of the City of Irvine DOES HEREBY RESOLVE as follows:

The City Council of the City of Irvine hereby amends the previously authorized Full-time Position Control Resolution in accordance with the provisions of October 23, 2018:

<u>CLASSIFICATION</u>	<u>FY 2018-19</u>
Accountant	2
Accounting Technician	4
Administrative Aide	4
Administrative Coordinator	6
Administrative Secretary	18
Animal Care Center Supervisor	1
Animal Care Volunteer Program Supervisor	1
Animal Services Officer	4
Animal Services Supervisor	1
Applications Programmer/Analyst	1
Aquatics Coordinator	2
Aquatics Supervisor	1
Armorer	1
Assistant City Clerk	1
Assistant City Engineer	2
Assistant City Manager	2
Assistant Engineer	5
Assistant Planner	3
Associate Engineer	5
Associate Planner	5
Associate Transportation Analyst	1
Budget Officer	2
Building Inspection Supervisor	4
Building Inspector	2
Business Services Administrator	2

<u>CLASSIFICATION</u>	<u>FY 2018-19</u>
Buyer	2
Capital Improvement Program Administrator	1
Chief Information Officer	1
Chief Veterinarian	1
City Clerk	1
City Manager	1
Civilian Investigator I	2
Civilian Investigator II	8
Code Enforcement Supervisor	1
Code Enforcement Technician	1
Communications Bureau Supervisor	1
Community Services Administrator	2
Community Services Program Coordinator	34
Community Services Specialist	21
Community Services Superintendent	7
Community Services Supervisor	18
Construction Inspection Supervisor	1
Construction Inspector	1
Council Services Manager	1
Crime Analyst	1
Deputy Building Official	1
Deputy City Clerk I	1
Deputy City Clerk II	1
Deputy City Manager	1
Deputy Director of Community Development	1
Deputy Director of Community Services	1
Deputy Director of Orange County Great Park	1
Deputy Director of Public Safety/Police Chief	1
Deputy Director of Public Works	1
Director of Community Development	1
Director of Community Services	1
Director of Employee Development & Innovation	1
Director of Financial Management & Strategic Planning	1
Director of Public Affairs & Communications	1
Director of Public Safety/Chief of Police	1
Director of Public Works	1
Director of Transportation	1
Emergency Management Administrator	1
Engineering Technician	2
Environmental Programs Administrator	1

<u>CLASSIFICATION</u>	<u>FY 2018-19</u>
Equipment Mechanic	1
Equipment Operator I	5
Equipment Operator II	2
Executive Coordinator	1
Executive Secretary	3
Facilities Maintenance Specialist	4
Facilities Maintenance Superintendent	1
Facilities Maintenance Supervisor	2
Facilities Maintenance Technician	11
Facilities Reservations Coordinator	1
Finance Officer	1
Fleet Services Superintendent	1
Fleet Services Supervisor	1
FOR Families Specialist	1
Forensic Specialist I	1
Forensic Specialist II	4
Forensic Supervisor	1
GIS Analyst	1
GIS Supervisor	1
Great Park Project Administrator	1
HRIS Specialist	1
Human Resources Administrator	1
Human Resources Analyst I	2
Human Resources Analyst II	1
Human Resources Specialist	3
Information Specialist	3
Information Technology Administrator	1
Landscape Contract Specialist	2
Landscape Maintenance Specialist	11
Landscape Maintenance Superintendent	1
Landscape Maintenance Supervisor	5
Lead Accounting Technician	1
Lead Facilities Maintenance Technician	4
Lead Information Specialist	2
Lead Landscape Maintenance Technician	6
Lead Mail Coordinator	1
Lead Permit Specialist	1
Lead Street Maintenance Technician	7
License Specialist	3
Mail Coordinator	1

<u>CLASSIFICATION</u>	<u>FY 2018-19</u>
Management Analyst I	8
Management Analyst II	8
Manager of Advance Planning	1
Manager of Building & Safety/Chief Building Official	1
Manager of Community Services	4
Manager of Economic Development	1
Manager of Engineering/City Engineer	1
Manager of Facilities Maintenance & Rehabilitation	1
Manager of Fiscal Services	1
Manager of Human Resources	1
Manager of Neighborhood Services	1
Manager of Public Services	1
Master Facilities Maintenance Specialist	1
Media Services Coordinator	2
Media Services Specialist	2
Multimedia Specialist, IPD	1
Municipal Records Administrator	1
Office Specialist	2
Para-Transit Driver	4
Payroll Specialist	1
Payroll Supervisor	1
Permit Services Supervisor	1
Permit Specialist I	2
Permit Specialist II	6
Plans Examiner	2
Police Commander	3
Police Lieutenant	8
Police Officer	189
Police Sergeant	30
Press Information Officer, IPD	1
Principal Plan Check Engineer	2
Principal Planner	6
Program Assistant	8
Program Specialist	9
Project Development Administrator	4
Property & Evidence Specialist II	2
Public Safety Assistant	6
Public Safety Dispatcher	16
Public Safety Lead Records Specialist	2
Public Safety Records Specialist	7



<u>CLASSIFICATION</u>	<u>FY 2018-19</u>
Public Safety Records Supervisor	1
Public Safety Technology Analyst	1
Public Safety Traffic Programs Supervisor	1
Purchasing/Contracts Administrator	1
Regulatory Affairs & Business Desk Supervisor	1
Right-of-Way Administrator	1
Risk Management Administrator	1
Senior Accountant	4
Senior Accounting Technician	5
Senior Animal Care Specialist	2
Senior Animal Services Officer	1
Senior Building Inspector	21
Senior Buyer/Contracts Coordinator	2
Senior Civil Engineer	6
Senior Code Enforcement Inspector	4
Senior Construction Inspector	10
Senior Crime Analyst	1
Senior Equipment Mechanic	3
Senior GIS Analyst	2
Senior Human Resources Analyst	1
Senior Management Analyst	13
Senior Media Services Coordinator	2
Senior Office Specialist	6
Senior Permit Specialist	3
Senior Plan Check Engineer	8
Senior Planner	13
Senior Project Manager	8
Senior Public Safety Assistant	2
Senior Registered Veterinary Technician	2
Senior Transportation Analyst	6
Senior Transportation Engineer	2
Senior Vehicle Installation Technician	1
Special Assistant to the Chief of Police	1
Special Programs Administrator	1
Street Maintenance Specialist	5
Street Maintenance Superintendent	1
Street Maintenance Supervisor	3
Street Maintenance Technician	7
Supervising Public Safety Dispatcher	5
Supervising Traffic Systems Specialist	1

<u>CLASSIFICATION</u>	<u>FY 2018-19</u>
Supervising Transportation Analyst	3
Supervisor of Accounting Services	1
Traffic Systems Analyst	1
Traffic Systems Specialist	4
Traffic Systems Technician	2
Transit and Transportation Administrator	1
Transit Program Dispatcher	1
Treasury Specialist	1
Vehicle Installation Technician	1
Veterinary Practice Manager	1
Water Quality Administrator	1
<hr/>	
<b><u>TOTAL AUTHORIZED POSITIONS</u></b>	<b><u>832</u></b>

The Full-time Position Control Resolution is being updated to reflect approved changes by the City Council in the context of the 2018-19 Budget. The City Manager may exchange positions for those in another classification. When the City Council approves a new position, or the City Manager exchanges a position between updates of the resolution, such a change shall constitute a revision to the City's Full-time Position Control Resolution that shall be reflected in the next update of the resolution.

*Revised 10/23/18*

PASSED AND ADOPTED by the City Council of the City of Irvine at a regular meeting held on the 23<sup>rd</sup> day of October 2018.

\_\_\_\_\_  
MAYOR OF THE CITY OF IRVINE

ATTEST:

\_\_\_\_\_  
CITY CLERK OF THE CITY OF IRVINE

STATE OF CALIFORNIA )  
COUNTY OF ORANGE ) SS  
CITY OF IRVINE )

I, MOLLY MCLAUGHLIN, City Clerk of the City of Irvine, HEREBY DO CERTIFY that the foregoing resolution was duly adopted at a regular meeting of the City Council of the City of Irvine, held on the 23<sup>rd</sup> day of October 2018.

AYES: COUNCILMEMBERS:

NOES: COUNCILMEMBERS:

ABSENT: COUNCILMEMBERS:

ABSTAIN: COUNCILMEMBERS:

\_\_\_\_\_  
CITY CLERK OF THE CITY OF IRVINE

**CITY COUNCIL RESOLUTION NO. 18-XX**

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF IRVINE, CALIFORNIA, ESTABLISHING THE SALARY GRADE ORDER STRUCTURE AND SALARY RANGES FOR EMPLOYEES OF THE CITY OF IRVINE, AND SUPERSEDING RESOLUTION NO. 18-61, WHICH IS INCONSISTENT THEREWITH

NOW, THEREFORE, the City Council of the City of Irvine DOES HEREBY RESOLVE as follows:

The salary ranges for all employee classifications in the City of Irvine shall be as set forth below:

**SALARY RANGES FOR EMPLOYEE CLASSIFICATIONS**

Salary Grade	Class Title	FLSA	Salary Effective Date	Minimum Annual Rate	Maximum Annual Rate	Salary Effective Date	Minimum Annual Rate	Maximum Annual Rate
4			8/26/17	\$35,318.40	\$55,556.80	6/30/18	\$36,025.60	\$56,659.20
4-ICEA	Office Specialist	N	8/26/17	\$35,152.00	\$55,244.80	6/30/18	\$35,859.20	\$56,347.20
4-ICEA	Para-Transit Driver	N	8/26/17	\$35,152.00	\$55,244.80	6/30/18	\$35,859.20	\$56,347.20
5			8/26/17	\$39,208.00	\$61,651.20	6/30/18	\$39,998.40	\$62,878.40
5-ICEA			8/26/17	\$39,020.80	\$61,360.00	6/30/18	\$39,811.20	\$62,587.20
6			8/26/17	\$43,097.60	\$67,787.20	6/30/18	\$43,950.40	\$69,139.20
6-ICEA	Accounting Technician	N	8/26/17	\$42,889.60	\$67,454.40	6/30/18	\$43,742.40	\$68,806.40
6-ICEA	Code Enforcement Technician	N	8/26/17	\$42,889.60	\$67,454.40	6/30/18	\$43,742.40	\$68,806.40
6-ICEA	Community Services Specialist	N	8/26/17	\$42,889.60	\$67,454.40	6/30/18	\$43,742.40	\$68,806.40
6-ICEA	Duplicating Technician	N	8/26/17	\$42,889.60	\$67,454.40	6/30/18	\$43,742.40	\$68,806.40
6-ICEA	Engineering Aide	N	8/26/17	\$42,889.60	\$67,454.40	6/30/18	\$43,742.40	\$68,806.40
6-ICEA	Facilities Maintenance Technician	N	8/26/17	\$42,889.60	\$67,454.40	6/30/18	\$43,742.40	\$68,806.40
6-ICEA	Information Specialist	N	8/26/17	\$42,889.60	\$67,454.40	6/30/18	\$43,742.40	\$68,806.40
6-ICEA	Landscape Maintenance Technician	N	8/26/17	\$42,889.60	\$67,454.40	6/30/18	\$43,742.40	\$68,806.40
6-ICEA	License Specialist	N	8/26/17	\$42,889.60	\$67,454.40	6/30/18	\$43,742.40	\$68,806.40
6-ICEA	Mail Coordinator	N	8/26/17	\$42,889.60	\$67,454.40	6/30/18	\$43,742.40	\$68,806.40
6-ICEA	Permit Specialist I	N	8/26/17	\$42,889.60	\$67,454.40	6/30/18	\$43,742.40	\$68,806.40
6-ICEA	Public Information Specialist	N	8/26/17	\$42,889.60	\$67,454.40	6/30/18	\$43,742.40	\$68,806.40
6-ICEA	Public Safety Assistant	N	8/26/17	\$42,889.60	\$67,454.40	6/30/18	\$43,742.40	\$68,806.40
6-ICEA	Public Safety Records Specialist	N	8/26/17	\$42,889.60	\$67,454.40	6/30/18	\$43,742.40	\$68,806.40
6-ICEA	Senior Animal Care Specialist	N	8/26/17	\$42,889.60	\$67,454.40	6/30/18	\$43,742.40	\$68,806.40
6-ICEA	Senior Office Specialist	N	8/26/17	\$42,889.60	\$67,454.40	6/30/18	\$43,742.40	\$68,806.40
6-ICEA	Street Maintenance Technician	N	8/26/17	\$42,889.60	\$67,454.40	6/30/18	\$43,742.40	\$68,806.40
6-ICEA	Vehicle Installation Technician	N	8/26/17	\$42,889.60	\$67,454.40	6/30/18	\$43,742.40	\$68,806.40
7			8/26/17	\$46,987.20	\$73,902.40	6/30/18	\$47,923.20	\$75,379.20
7-ICEA	Administrative Secretary	N	8/26/17	\$46,737.60	\$73,528.00	6/30/18	\$47,673.60	\$75,004.80
7-ICEA	Animal Services Officer	N	8/26/17	\$46,737.60	\$73,528.00	6/30/18	\$47,673.60	\$75,004.80
7-ICEA	Audio-Visual Specialist	N	8/26/17	\$46,737.60	\$73,528.00	6/30/18	\$47,673.60	\$75,004.80
7-ICEA	Deputy City Clerk I	N	8/26/17	\$46,737.60	\$73,528.00	6/30/18	\$47,673.60	\$75,004.80

**ATTACHMENT 3**

7-ICEA	Equipment Mechanic	N	8/26/17	\$46,737.60	\$73,528.00	6/30/18	\$47,673.60	\$75,004.80
7-ICEA	Equipment Operator I	N	8/26/17	\$46,737.60	\$73,528.00	6/30/18	\$47,673.60	\$75,004.80
7-ICEA	Lead Mail Coordinator	N	8/26/17	\$46,737.60	\$73,528.00	6/30/18	\$47,673.60	\$75,004.80
7-ICEA	Media Services Specialist	N	8/26/17	\$46,737.60	\$73,528.00	6/30/18	\$47,673.60	\$75,004.80
7-ICEA	Permit Specialist II	N	8/26/17	\$46,737.60	\$73,528.00	6/30/18	\$47,673.60	\$75,004.80
7-ICEA	Police Recruit	N	8/26/17	\$46,737.60	\$73,528.00	6/30/18	\$47,673.60	\$75,004.80
7-ICEA	Program Assistant	N	8/26/17	\$46,737.60	\$73,528.00	6/30/18	\$47,673.60	\$75,004.80
7-ICEA	Property & Evidence Specialist I	N	8/26/17	\$46,737.60	\$73,528.00	6/30/18	\$47,673.60	\$75,004.80
7-ICEA	Senior Accounting Technician	N	8/26/17	\$46,737.60	\$73,528.00	6/30/18	\$47,673.60	\$75,004.80
8			8/26/17	\$50,876.80	\$80,038.40	6/30/18	\$51,896.00	\$81,640.00
8-ICEA	Administrative Aide	N	8/26/17	\$50,627.2	\$79,622.4	6/30/18	\$51,646.40	\$81,224.00
8-ICEA	Civilian Investigator I	N	8/26/17	\$50,627.2	\$79,622.4	6/30/18	\$51,646.40	\$81,224.00
8-ICEA	Computer Technician	N	8/26/17	\$50,627.2	\$79,622.4	6/30/18	\$51,646.40	\$81,224.00
8-ICEA	Engineering Technician	N	8/26/17	\$50,627.2	\$79,622.4	6/30/18	\$51,646.40	\$81,224.00
8-ICEA	Equipment Operator II	N	8/26/17	\$50,627.2	\$79,622.4	6/30/18	\$51,646.40	\$81,224.00
8-ICEA	Facilities Maintenance Specialist	N	8/26/17	\$50,627.2	\$79,622.4	6/30/18	\$51,646.40	\$81,224.00
8-ICEA	Forensic Specialist I	N	8/26/17	\$50,627.2	\$79,622.4	6/30/18	\$51,646.40	\$81,224.00
8-ICEA	GIS Applications Specialist	N	8/26/17	\$50,627.2	\$79,622.4	6/30/18	\$51,646.40	\$81,224.00
8-ICEA	Inspector Trainee	N	8/26/17	\$50,627.2	\$79,622.4	6/30/18	\$51,646.40	\$81,224.00
8-ICEA	Landscape Contract Specialist	N	8/26/17	\$50,627.2	\$79,622.4	6/30/18	\$51,646.40	\$81,224.00
8-ICEA	Landscape Maintenance Specialist	N	8/26/17	\$50,627.2	\$79,622.4	6/30/18	\$51,646.40	\$81,224.00
8-ICEA	Lead Accounting Technician	N	8/26/17	\$50,627.2	\$79,622.4	6/30/18	\$51,646.40	\$81,224.00
8-ICEA	Lead Information Specialist	N	8/26/17	\$50,627.2	\$79,622.4	6/30/18	\$51,646.40	\$81,224.00
8-ICEA	Payroll Specialist	N	8/26/17	\$50,627.2	\$79,622.4	6/30/18	\$51,646.40	\$81,224.00
8-ICEA	Property & Evidence Specialist II	N	8/26/17	\$50,627.2	\$79,622.4	6/30/18	\$51,646.40	\$81,224.00
8-ICEA	Public Safety Dispatcher	N	8/26/17	\$50,627.2	\$79,622.4	6/30/18	\$51,646.40	\$81,224.00
8-ICEA	Public Safety Lead Records Specialist	N	8/26/17	\$50,627.2	\$79,622.4	6/30/18	\$51,646.40	\$81,224.00
8-ICEA	Senior Equipment Mechanic	N	8/26/17	\$50,627.2	\$79,622.4	6/30/18	\$51,646.40	\$81,224.00
8-ICEA	Senior Permit Specialist	N	8/26/17	\$50,627.2	\$79,622.4	6/30/18	\$51,646.40	\$81,224.00
8-ICEA	Senior Public Safety Assistant	N	8/26/17	\$50,627.2	\$79,622.4	6/30/18	\$51,646.40	\$81,224.00
8-ICEA	Street Maintenance Specialist	N	8/26/17	\$50,627.2	\$79,622.4	6/30/18	\$51,646.40	\$81,224.00
8-ICEA	Traffic Systems Technician	N	8/26/17	\$50,627.2	\$79,622.4	6/30/18	\$51,646.40	\$81,224.00
8-ICEA	Transit Program Dispatcher	N	8/26/17	\$50,627.2	\$79,622.4	6/30/18	\$51,646.40	\$81,224.00
8-ICEA	Video Production Specialist	N	8/26/17	\$50,627.2	\$79,622.4	6/30/18	\$51,646.40	\$81,224.00
9	Administrative Coordinator	E	8/26/17	\$54,766.40	\$86,112.00	6/30/18	\$55,868.80	\$87,838.40
9	Assistant Planner	N	8/26/17	\$54,766.40	\$86,112.00	6/30/18	\$55,868.80	\$87,838.40
9	Assistant Transportation Analyst	N	8/26/17	\$54,766.40	\$86,112.00	6/30/18	\$55,868.80	\$87,838.40
9	Buyer	E	8/26/17	\$54,766.40	\$86,112.00	6/30/18	\$55,868.80	\$87,838.40
9	Executive Secretary	E	8/26/17	\$54,766.40	\$86,112.00	6/30/18	\$55,868.80	\$87,838.40
9-ICEA	Civilian Investigator II	N	8/26/17	\$54,496.00	\$85,696.00	6/30/18	\$55,577.60	\$87,401.60
9-ICEA	Deputy City Clerk II	N	8/26/17	\$54,496.00	\$85,696.00	6/30/18	\$55,577.60	\$87,401.60
9-ICEA	Food Services Specialist	N	8/26/17	\$54,496.00	\$85,696.00	6/30/18	\$55,577.60	\$87,401.60
9-ICEA	Human Resources Specialist	N	8/26/17	\$54,496.00	\$85,696.00	6/30/18	\$55,577.60	\$87,401.60
9-ICEA	Lead Equipment Mechanic	N	8/26/17	\$54,496.00	\$85,696.00	6/30/18	\$55,577.60	\$87,401.60
9-ICEA	Lead Facilities Maintenance Technician	N	8/26/17	\$54,496.00	\$85,696.00	6/30/18	\$55,577.60	\$87,401.60
9-ICEA	Lead Landscape Maintenance Technician	N	8/26/17	\$54,496.00	\$85,696.00	6/30/18	\$55,577.60	\$87,401.60
9-ICEA	Lead Permit Specialist	N	8/26/17	\$54,496.00	\$85,696.00	6/30/18	\$55,577.60	\$87,401.60
9-ICEA	Lead Street Maintenance Technician	N	8/26/17	\$54,496.00	\$85,696.00	6/30/18	\$55,577.60	\$87,401.60
9-ICEA	Program Specialist	N	8/26/17	\$54,496.00	\$85,696.00	6/30/18	\$55,577.60	\$87,401.60
9-ICEA	Senior Animal Services Officer	N	8/26/17	\$54,496.00	\$85,696.00	6/30/18	\$55,577.60	\$87,401.60
9-ICEA	Senior Vehicle Installation Technician	N	8/26/17	\$54,496.00	\$85,696.00	6/30/18	\$55,577.60	\$87,401.60
10	Accountant	E	8/26/17	\$58,635.20	\$92,248.00	6/30/18	\$59,800.00	\$94,099.20
10	Assistant Engineer	N	8/26/17	\$58,635.20	\$92,248.00	6/30/18	\$59,800.00	\$94,099.20
10	Executive Coordinator	E	8/26/17	\$58,635.20	\$92,248.00	6/30/18	\$59,800.00	\$94,099.20

10	FOR Families Specialist	E	8/26/17	\$58,635.20	\$92,248.00	6/30/18	\$59,800.00	\$94,099.20
10	GIS Analyst	E	8/26/17	\$58,635.20	\$92,248.00	6/30/18	\$59,800.00	\$94,099.20
10-ICEA	Animal Care Center Coordinator	N	8/26/17	\$58,385.60	\$91,832.00	6/30/18	\$59,550.40	\$93,662.40
10-ICEA	Aquatics Coordinator	N	8/26/17	\$58,385.60	\$91,832.00	6/30/18	\$59,550.40	\$93,662.40
10-ICEA	Armorer	N	8/26/17	\$58,385.60	\$91,832.00	6/30/18	\$59,550.40	\$93,662.40
10-ICEA	Building Inspector	N	8/26/17	\$58,385.60	\$91,832.00	6/30/18	\$59,550.40	\$93,662.40
10-ICEA	Community Services Program Coordinator	N	8/26/17	\$58,385.60	\$91,832.00	6/30/18	\$59,550.40	\$93,662.40
10-ICEA	Construction Inspector	N	8/26/17	\$58,385.60	\$91,832.00	6/30/18	\$59,550.40	\$93,662.40
10-ICEA	Disability Services Coordinator	N	8/26/17	\$58,385.60	\$91,832.00	6/30/18	\$59,550.40	\$93,662.40
10-ICEA	Exhibition Coordinator	N	8/26/17	\$58,385.60	\$91,832.00	6/30/18	\$59,550.40	\$93,662.40
10-ICEA	Facilities Reservation Coordinator	N	8/26/17	\$58,385.60	\$91,832.00	6/30/18	\$59,550.40	\$93,662.40
10-ICEA	Forensic Specialist II	N	8/26/17	\$58,385.60	\$91,832.00	6/30/18	\$59,550.40	\$93,662.40
10-ICEA	HRIS Specialist	N	8/26/17	\$58,385.60	\$91,832.00	6/30/18	\$59,550.40	\$93,662.40
10-ICEA	Master Facilities Maintenance Specialist	N	8/26/17	\$58,385.60	\$91,832.00	6/30/18	\$59,550.40	\$93,662.40
10-ICEA	Master Landscape Maintenance Specialist	N	8/26/17	\$58,385.60	\$91,832.00	6/30/18	\$59,550.40	\$93,662.40
10-ICEA	Multimedia Specialist - IPD	N	8/26/17	\$58,385.60	\$91,832.00	6/30/18	\$59,550.40	\$93,662.40
10-ICEA	Plans Examiner	N	8/26/17	\$58,385.60	\$91,832.00	6/30/18	\$59,550.40	\$93,662.40
10-ICEA	Senior Code Enforcement Inspector	N	8/26/17	\$58,385.60	\$91,832.00	6/30/18	\$59,550.40	\$93,662.40
10-ICEA	Senior Registered Veterinary Technician	N	8/26/17	\$58,385.60	\$91,832.00	6/30/18	\$59,550.40	\$93,662.40
10-ICEA	Supervising Public Safety Dispatcher	N	8/26/17	\$58,385.60	\$91,832.00	6/30/18	\$59,550.40	\$93,662.40
10-ICEA	Traffic Systems Specialist	N	8/26/17	\$58,385.60	\$91,832.00	6/30/18	\$59,550.40	\$93,662.40
11	Associate Planner	N	8/26/17	\$62,545.60	\$98,363.20	6/30/18	\$63,793.60	\$100,339.20
11	Crime Analyst	E	8/26/17	\$62,545.60	\$98,363.20	6/30/18	\$63,793.60	\$100,339.20
11	Grants Coordinator	N	8/26/17	\$62,545.60	\$98,363.20	6/30/18	\$63,793.60	\$100,339.20
11	Human Resources Analyst I	E	8/26/17	\$62,545.60	\$98,363.20	6/30/18	\$63,793.60	\$100,339.20
11	Management Analyst I	E	8/26/17	\$62,545.60	\$98,363.20	6/30/18	\$63,793.60	\$100,339.20
11	Media Services Coordinator	E	8/26/17	\$62,545.60	\$98,363.20	6/30/18	\$63,793.60	\$100,339.20
11	Payroll Process Analyst	E	8/26/17	\$62,545.60	\$98,363.20	6/30/18	\$63,793.60	\$100,339.20
11	Public Safety Records Supervisor	E	8/26/17	\$62,545.60	\$98,363.20	6/30/18	\$63,793.60	\$100,339.20
11	Senior Buyer/Contracts Coordinator	E	8/26/17	\$62,545.60	\$98,363.20	6/30/18	\$63,793.60	\$100,339.20
11	Supervising Information Specialist	E	8/26/17	\$62,545.60	\$98,363.20	6/30/18	\$63,793.60	\$100,339.20
11	Public Safety Traffic Programs Supervisor	E	8/26/17	\$62,545.60	\$98,363.20	6/30/18	\$63,793.60	\$100,339.20
11	Treasury Specialist	E	8/26/17	\$62,545.60	\$98,363.20	6/30/18	\$63,793.60	\$100,339.20
11-ICEA	Lead Traffic Systems Specialist	N	8/26/17	\$62,233.60	\$97,864.00	6/30/18	\$63,481.60	\$99,819.20
11-ICEA	Traffic Systems Analyst	N	8/26/17	\$62,233.60	\$97,864.00	6/30/18	\$63,481.60	\$99,819.20
12	Animal Care Center Supervisor	E	8/26/17	\$66,435.20	\$104,499.20	6/30/18	\$67,766.40	\$106,579.20
12	Animal Care Volunteer Program Supervisor	E	8/26/17	\$66,435.20	\$104,499.20	6/30/18	\$67,766.40	\$106,579.20
12	Animal Services Supervisor	E	8/26/17	\$66,435.20	\$104,499.20	6/30/18	\$67,766.40	\$106,579.20
12	Aquatics Supervisor	E	8/26/17	\$66,435.20	\$104,499.20	6/30/18	\$67,766.40	\$106,579.20
12	Associate Transportation Analyst	N	8/26/17	\$66,435.20	\$104,499.20	6/30/18	\$67,766.40	\$106,579.20
12	Community Services Supervisor	E	8/26/17	\$66,435.20	\$104,499.20	6/30/18	\$67,766.40	\$106,579.20
12	Facilities Maintenance Supervisor	E	8/26/17	\$66,435.20	\$104,499.20	6/30/18	\$67,766.40	\$106,579.20
12	Fleet Services Supervisor	E	8/26/17	\$66,435.20	\$104,499.20	6/30/18	\$67,766.40	\$106,579.20
12	ICCP Administrator	E	8/26/17	\$66,435.20	\$104,499.20	6/30/18	\$67,766.40	\$106,579.20
12	Landscape Maintenance Supervisor	E	8/26/17	\$66,435.20	\$104,499.20	6/30/18	\$67,766.40	\$106,579.20
12	Regulatory Affairs & Business Desk Supervisor	E	8/26/17	\$66,435.20	\$104,499.20	6/30/18	\$67,766.40	\$106,579.20
12	Senior Accountant	E	8/26/17	\$66,435.20	\$104,499.20	6/30/18	\$67,766.40	\$106,579.20
12	Senior GIS Analyst	E	8/26/17	\$66,435.20	\$104,499.20	6/30/18	\$67,766.40	\$106,579.20
12	Social Services Supervisor/Counselor	E	8/26/17	\$66,435.20	\$104,499.20	6/30/18	\$67,766.40	\$106,579.20

12	Street Maintenance Supervisor	E	8/26/17	\$66,435.20	\$104,499.20	6/30/18	\$67,766.40	\$106,579.20
12	Supervising Traffic Systems Specialist	E	8/26/17	\$66,435.20	\$104,499.20	6/30/18	\$67,766.40	\$106,579.20
12	Veterinary Practice Manager	E	8/26/17	\$66,435.20	\$104,499.20	6/30/18	\$67,766.40	\$106,579.20
12-ICEA	Principal Code Enforcement Inspector	N	8/26/17	\$66,102.40	\$104,000.00	6/30/18	\$67,433.60	\$106,080.00
12-ICEA	Senior Building Inspector	N	8/26/17	\$66,102.40	\$104,000.00	6/30/18	\$67,433.60	\$106,080.00
12-ICEA	Senior Construction Inspector	N	8/26/17	\$66,102.40	\$104,000.00	6/30/18	\$67,433.60	\$106,080.00
13	Associate Engineer	E	8/26/17	\$70,345.60	\$110,614.40	6/30/18	\$71,760.00	\$112,819.20
13	Associate Plan Check Engineer	E	8/26/17	\$70,345.60	\$110,614.40	6/30/18	\$71,760.00	\$112,819.20
13	Human Resources Analyst II	E	8/26/17	\$70,345.60	\$110,614.40	6/30/18	\$71,760.00	\$112,819.20
13	Management Analyst II	E	8/26/17	\$70,345.60	\$110,614.40	6/30/18	\$71,760.00	\$112,819.20
13	Senior Crime Analyst	E	8/26/17	\$70,345.60	\$110,614.40	6/30/18	\$71,760.00	\$112,819.20
13	Senior Media Services Coordinator	E	8/26/17	\$70,345.60	\$110,614.40	6/30/18	\$71,760.00	\$112,819.20
13	Senior Planner	E	8/26/17	\$70,345.60	\$110,614.40	6/30/18	\$71,760.00	\$112,819.20
13-ICEA			8/26/17	\$70,012.80	\$110,094.40	6/30/18	\$71,406.40	\$112,299.20
14	Applications/Programmer Analyst	E	8/26/17	\$74,214.40	\$116,729.60	6/30/18	\$75,691.20	\$119,059.20
14	Assistant City Clerk	E	8/26/17	\$74,214.40	\$116,729.60	6/30/18	\$75,691.20	\$119,059.20
14	Building Inspection Supervisor	E	8/26/17	\$74,214.40	\$116,729.60	6/30/18	\$75,691.20	\$119,059.20
14	Code Enforcement Supervisor	E	8/26/17	\$74,214.40	\$116,729.60	6/30/18	\$75,691.20	\$119,059.20
14	Communications Bureau Supervisor	E	8/26/17	\$74,214.40	\$116,729.60	6/30/18	\$75,691.20	\$119,059.20
14	Construction Inspection Supervisor	E	8/26/17	\$74,214.40	\$116,729.60	6/30/18	\$75,691.20	\$119,059.20
14	Engineering Geologist	E	8/26/17	\$74,214.40	\$116,729.60	6/30/18	\$75,691.20	\$119,059.20
14	Municipal Records Administrator	E	8/26/17	\$74,214.40	\$116,729.60	6/30/18	\$75,691.20	\$119,059.20
14	Payroll Supervisor	E	8/26/17	\$74,214.40	\$116,729.60	6/30/18	\$75,691.20	\$119,059.20
14	Permit Services Supervisor	E	8/26/17	\$74,214.40	\$116,729.60	6/30/18	\$75,691.20	\$119,059.20
14	Public Safety Technology Analyst	E	8/26/17	\$74,214.40	\$116,729.60	6/30/18	\$75,691.20	\$119,059.20
14	Senior Project Manager	E	8/26/17	\$74,214.40	\$116,729.60	6/30/18	\$75,691.20	\$119,059.20
14	Senior Transportation Analyst	E	8/26/17	\$74,214.40	\$116,729.60	6/30/18	\$75,691.20	\$119,059.20
14	Supervisor of Accounting Services	E	8/26/17	\$74,214.40	\$116,729.60	6/30/18	\$75,691.20	\$119,059.20
14-ICEA	Forensic Supervisor	N	8/26/17	\$73,881.60	\$116,168.00	6/30/18	\$75,358.40	\$118,497.60
15	Right-of-Way Administrator	E	8/26/17	\$78,124.80	\$122,844.80	6/30/18	\$79,684.80	\$125,299.20
15	Senior Human Resources Analyst	E	8/26/17	\$78,124.80	\$122,844.80	6/30/18	\$79,684.80	\$125,299.20
15	Senior Management Analyst	E	8/26/17	\$78,124.80	\$122,844.80	6/30/18	\$79,684.80	\$125,299.20
15	Supervising Transportation Analyst	E	8/26/17	\$78,124.80	\$122,844.80	6/30/18	\$79,684.80	\$125,299.20
15	Water Quality Administrator	E	8/26/17	\$78,124.80	\$122,844.80	6/30/18	\$79,684.80	\$125,299.20
15-ICEA			8/26/17	\$77,708.80	\$122,241.60	6/30/18	\$79,268.80	\$124,696.00
16	Animal Care Administrator	E	8/26/17	\$81,993.60	\$128,980.80	6/30/18	\$83,636.80	\$131,560.00
16	Business Services Administrator	E	8/26/17	\$81,993.60	\$128,980.80	6/30/18	\$83,636.80	\$131,560.00
16	Community Services Superintendent	E	8/26/17	\$81,993.60	\$128,980.80	6/30/18	\$83,636.80	\$131,560.00
16	Emergency Management Administrator	E	8/26/17	\$81,993.60	\$128,980.80	6/30/18	\$83,636.80	\$131,560.00
16	Facilities Construction Administrator	E	8/26/17	\$81,993.60	\$128,980.80	6/30/18	\$83,636.80	\$131,560.00
16	Finance Administrator	E	8/26/17	\$81,993.60	\$128,980.80	6/30/18	\$83,636.80	\$131,560.00
16	GIS Supervisor	E	8/26/17	\$81,993.60	\$128,980.80	6/30/18	\$83,636.80	\$131,560.00
16	Open Space Administrator	E	8/26/17	\$81,993.60	\$128,980.80	6/30/18	\$83,636.80	\$131,560.00
16	Press Information Officer, IPD	E	8/26/17	\$81,993.60	\$128,980.80	6/30/18	\$83,636.80	\$131,560.00
16	Public Information Officer	E	8/26/17	\$81,993.60	\$128,980.80	6/30/18	\$83,636.80	\$131,560.00
16	Purchasing/Contracts Administrator	E	8/26/17	\$81,993.60	\$128,980.80	6/30/18	\$83,636.80	\$131,560.00
16	Senior Civil Engineer	E	8/26/17	\$81,993.60	\$128,980.80	6/30/18	\$83,636.80	\$131,560.00
16	Senior Plan Check Engineer	E	8/26/17	\$81,993.60	\$128,980.80	6/30/18	\$83,636.80	\$131,560.00
16	Senior Transportation Engineer	E	8/26/17	\$81,993.60	\$128,980.80	6/30/18	\$83,636.80	\$131,560.00
16	Special Programs Administrator	E	8/26/17	\$81,993.60	\$128,980.80	6/30/18	\$83,636.80	\$131,560.00

16	Transit and Transportation Administrator	E	8/26/17	\$81,993.60	\$128,980.80	6/30/18	\$83,636.80	\$131,560.00
16-ICEA			8/26/17	\$81,598.40	\$128,356.80	6/30/18	\$83,220.80	\$130,915.20
17	Assessment District Engineer	E	8/26/17	\$85,904.00	\$135,054.40	6/30/18	\$87,630.40	\$137,758.40
17	Business Administrator	E	8/26/17	\$85,904.00	\$135,054.40	6/30/18	\$87,630.40	\$137,758.40
17	Facilities Maintenance Superintendent	E	8/26/17	\$85,904.00	\$135,054.40	6/30/18	\$87,630.40	\$137,758.40
17	Fleet Services Superintendent	E	8/26/17	\$85,904.00	\$135,054.40	6/30/18	\$87,630.40	\$137,758.40
17	Landscape Maintenance Superintendent	E	8/26/17	\$85,904.00	\$135,054.40	6/30/18	\$87,630.40	\$137,758.40
17	Principal Planner	E	8/26/17	\$85,904.00	\$135,054.40	6/30/18	\$87,630.40	\$137,758.40
17	Street Maintenance Superintendent	E	8/26/17	\$85,904.00	\$135,054.40	6/30/18	\$87,630.40	\$137,758.40
17-ICEA			8/26/17	\$85,488.00	\$134,451.20	6/30/18	\$87,193.60	\$137,134.40
18	Animal Care Center Veterinarian	E	8/26/17	\$89,772.80	\$141,211.20	6/30/18	\$91,561.60	\$144,040.00
18	Assistant City Engineer	E	8/26/17	\$89,772.80	\$141,211.20	6/30/18	\$91,561.60	\$144,040.00
18	Budget Officer	E	8/26/17	\$89,772.80	\$141,211.20	6/30/18	\$91,561.60	\$144,040.00
18	Capital Improvement Program Administrator	E	8/26/17	\$89,772.80	\$141,211.20	6/30/18	\$91,561.60	\$144,040.00
18	Community Services Administrator	E	8/26/17	\$89,772.80	\$141,211.20	6/30/18	\$91,561.60	\$144,040.00
18	Environmental Programs Administrator	E	8/26/17	\$89,772.80	\$141,211.20	6/30/18	\$91,561.60	\$144,040.00
18	Finance Officer	E	8/26/17	\$89,772.80	\$141,211.20	6/30/18	\$91,561.60	\$144,040.00
18	Great Park Project Administrator	E	9/12/17	\$89,772.80	\$141,211.20	6/30/18	\$91,561.60	\$144,040.00
18	Human Resources Administrator	E	8/26/17	\$89,772.80	\$141,211.20	6/30/18	\$91,561.60	\$144,040.00
18	Neighborhood Services Administrator	E	9/12/17	\$89,772.80	\$141,211.20	6/30/18	\$91,561.60	\$144,040.00
18	Principal Plan Check Engineer	E	8/26/17	\$89,772.80	\$141,211.20	6/30/18	\$91,561.60	\$144,040.00
18	Project Development Administrator	E	8/26/17	\$89,772.80	\$141,211.20	6/30/18	\$91,561.60	\$144,040.00
18	Public Works Administrator	E	8/26/17	\$89,772.80	\$141,211.20	6/30/18	\$91,561.60	\$144,040.00
18	Risk Management Administrator	E	8/26/17	\$89,772.80	\$141,211.20	6/30/18	\$91,561.60	\$144,040.00
18	Strategic Business Plan Administrator	E	8/26/17	\$89,772.80	\$141,211.20	6/30/18	\$91,561.60	\$144,040.00
18-ICEA			8/26/17	\$89,356.80	\$140,524.80	6/30/18	\$91,145.60	\$143,332.80
19	Community Development Project Administrator	E	8/26/17	\$93,662.40	\$147,305.60	6/30/18	\$95,534.40	\$150,259.20
19	Deputy Building Official	E	8/26/17	\$93,662.40	\$147,305.60	6/30/18	\$95,534.40	\$150,259.20
19-ICEA			8/26/17	\$93,204.80	\$146,619.20	6/30/18	\$95,076.80	\$149,552.00
20	Chief Veterinarian	E	8/26/17	\$97,572.80	\$153,441.60	6/30/18	\$99,528.00	\$156,520.00
20	City Engineer	E	8/26/17	\$97,572.80	\$153,441.60	6/30/18	\$99,528.00	\$156,520.00
20	Information Technology Administrator	E	8/26/17	\$97,572.80	\$153,441.60	6/30/18	\$99,528.00	\$156,520.00
20-ICEA			8/26/17	\$97,094.40	\$152,692.80	6/30/18	\$99,028.80	\$155,750.40



**SWORN POLICE RANGES**

<b>Class Title</b>	<b>Effective Date</b>	<b>Minimum Annual Rate</b>	<b>Maximum Annual Rate</b>	<b>Effective Date</b>	<b>Minimum Annual Rate</b>	<b>Maximum Annual Rate</b>
Police Commander	8/26/17	\$132,204.80	\$186,222.40	6/30/18	\$134,846.40	\$189,945.60
Police Lieutenant	8/26/17	\$122,220.80	\$171,808.00	6/30/18	\$124,675.20	\$175,240.00
Police Sergeant	8/26/17	\$97,697.60	\$136,406.40	6/30/18	\$99,652.80	\$139,131.20
Police Officer	8/26/17	\$77,979.20	\$107,889.60	6/30/18	\$79,539.20	\$110,052.80

**RANGES FOR MANAGEMENT AND  
EXECUTIVE MANAGEMENT EMPLOYEES**

<b>Class Title</b>	<b>Effective Date</b>	<b>Minimum Annual Rate</b>	<b>Maximum Annual Rate</b>	<b>Effective Date</b>	<b>Minimum Annual Rate</b>	<b>Maximum Annual Rate</b>
City Manager	8/26/17	\$295,339.20	\$307,278.40	6/30/18	\$301,246.40	\$313,414.40
Director of Public Safety/Chief of Police	8/26/17	\$171,704.00	\$250,369.60	6/30/18	\$175,136.00	\$255,382.40
Assistant City Manager	8/26/17	\$167,502.40	\$244,233.60	6/30/18	\$170,851.20	\$249,121.60
City Clerk				10/23/18	\$140,254.40	\$218,504.00
Director of Community Development	8/26/17	\$137,508.80	\$214,219.20	6/30/18	\$140,254.40	\$218,504.00
Director of Community Services	8/26/17	\$137,508.80	\$214,219.20	6/30/18	\$140,254.40	\$218,504.00
Director of Employee Development & Innovation				10/23/18	\$140,254.40	\$218,504.00
Director of Financial Management & Strategic Planning				10/23/18	\$140,254.40	\$218,504.00
Director of Public Affairs & Communications	8/26/17	\$137,508.80	\$214,219.20	6/30/18	\$140,254.40	\$218,504.00
Director of Public Works	8/26/17	\$137,508.80	\$214,219.20	6/30/18	\$140,254.40	\$218,504.00
Director of Transportation	8/26/17	\$137,508.80	\$214,219.20	6/30/18	\$140,254.40	\$218,504.00
Deputy Director, Public Safety/Chief of Police	8/26/17	\$131,268.80	\$200,907.20	6/30/18	\$133,889.60	\$204,921.60
Chief Information Officer	8/26/17	\$115,502.40	\$179,982.40	6/30/18	\$117,811.20	\$183,580.80
Deputy City Manager	8/26/17	\$115,502.40	\$179,982.40	6/30/18	\$117,811.20	\$183,580.80
Deputy Director of Community Development	8/26/17	\$115,502.40	\$179,982.40	6/30/18	\$117,811.20	\$183,580.80
Deputy Director of Community Services	8/26/17	\$115,502.40	\$179,982.40	6/30/18	\$117,811.20	\$183,580.80
Deputy Director of Orange County Great Park				10/23/18	\$117,811.20	\$183,580.80
Deputy Director of Public Works	8/26/17	\$115,502.40	\$179,982.40	6/30/18	\$117,811.20	\$183,580.80
Council Services Manager	8/26/17	\$105,435.20	\$164,278.40	6/30/18	\$107,536.00	\$167,564.80
Manager of Advance Planning	8/26/17	\$105,435.20	\$164,278.40	6/30/18	\$107,536.00	\$167,564.80
Manager of Animal Care	8/26/17	\$105,435.20	\$164,278.40	6/30/18	\$107,536.00	\$167,564.80
Manager of Building & Safety/Chief Building Official	8/26/17	\$105,435.20	\$164,278.40	6/30/18	\$107,536.00	\$167,564.80
Manager of Business Services	8/26/17	\$105,435.20	\$164,278.40	6/30/18	\$107,536.00	\$167,564.80
Manager of Community Services	8/26/17	\$105,435.20	\$164,278.40	6/30/18	\$107,536.00	\$167,564.80
Manager of Economic Development				8/28/18	\$107,536.00	\$167,564.80
Manager of Engineering/City Engineer	8/26/17	\$105,435.20	\$164,278.40	6/30/18	\$107,536.00	\$167,564.80
Manager of Facilities Maintenance & Rehabilitation	8/26/17	\$105,435.20	\$164,278.40	6/30/18	\$107,536.00	\$167,564.80
Manager of Fiscal Services	8/26/17	\$105,435.20	\$164,278.40	6/30/18	\$107,536.00	\$167,564.80
Manager of Housing	8/26/17	\$105,435.20	\$164,278.40	6/30/18	\$107,536.00	\$167,564.80
Manager of Human Resources	8/26/17	\$105,435.20	\$164,278.40	6/30/18	\$107,536.00	\$167,564.80
Manager of Land & Assets	8/26/17	\$105,435.20	\$164,278.40	6/30/18	\$107,536.00	\$167,564.80
Manager of Neighborhood Services	9/12/17	\$105,435.20	\$164,278.40	6/30/18	\$107,536.00	\$167,564.80
Manager of Public Communications	8/26/17	\$105,435.20	\$164,278.40	6/30/18	\$107,536.00	\$167,564.80
Manager of Public Services	8/26/17	\$105,435.20	\$164,278.40	6/30/18	\$107,536.00	\$167,564.80
Manager of Transit & Transportation	8/26/17	\$105,435.20	\$164,278.40	6/30/18	\$107,536.00	\$167,564.80
Special Assistant to the Chief of Police	8/26/17	\$105,435.20	\$164,278.40	6/30/18	\$107,536.00	\$167,564.80

**ELECTED OFFICIALS**

<b>Class Title</b>	<b>Effective Date</b>	<b>Minimum Monthly Rate</b>	<b>Maximum Monthly Rate</b>
City Council	1/1/2009*	\$880.00	\$880.00

\*City Ordinance No. 08-04

**PART-TIME SALARY RANGES**

<b>Class Title</b>	<b>Effective Date</b>	<b>Minimum Hourly Rate</b>	<b>Maximum Hourly Rate</b>	<b>Effective Date</b>	<b>Minimum Hourly Rate</b>	<b>Maximum Hourly Rate</b>
Animal Care Attendant	8/26/17	\$14.96	\$19.65	6/30/18	\$15.26	\$20.04
Animal Care Specialist	8/26/17	\$18.55	\$24.34	6/30/18	\$18.92	\$24.83
Assistant Food Service Manager	8/26/17	\$23.77	\$31.20	6/30/18	\$24.25	\$31.82
Catering Coordinator	8/26/17	\$20.72	\$27.21	6/30/18	\$21.13	\$27.75
Community Services Leader I	8/26/17	\$12.53	\$15.06	6/30/18	\$12.78	\$15.36
Community Services Leader II	8/26/17	\$14.34	\$16.95	6/30/18	\$14.63	\$17.29
Community Services Leader III	8/26/17	\$14.96	\$19.65	6/30/18	\$15.26	\$20.04
Community Services Senior Leader	8/26/17	\$18.55	\$24.34	6/30/18	\$18.92	\$24.83
Council Executive Assistant I	8/26/17	\$11.93	\$12.53	6/30/18	\$12.17	\$12.78
Council Executive Assistant II	8/26/17	\$14.61	\$15.34	6/30/18	\$14.90	\$15.65
Council Executive Assistant III	8/26/17	\$18.97	\$19.91	6/30/18	\$19.35	\$20.31
Council Executive Assistant IV	8/26/17	\$23.34	\$24.50	6/30/18	\$23.81	\$24.99
Department Aide	8/26/17	\$11.93	\$12.53	6/30/18	\$12.17	\$12.78
Equipment Services Worker	8/26/17	\$18.85	\$24.74	6/30/18	\$19.23	\$25.23
GIS Technician	8/26/17	\$14.96	\$19.65	6/30/18	\$15.26	\$20.04
Graphics Designer	8/26/17	\$24.66	\$32.35	6/30/18	\$25.15	\$33.00
Information Systems Specialist	8/26/17	\$17.99	\$23.61	6/30/18	\$18.35	\$24.08
Intern I	8/26/17	\$11.93	\$14.56	6/30/18	\$12.17	\$14.85
Intern II	8/26/17	\$14.79	\$19.39	6/30/18	\$15.09	\$19.78
Kitchen Assistant I	8/26/17	\$11.93	\$15.62	6/30/18	\$12.17	\$15.93
Kitchen Assistant II	8/26/17	\$14.34	\$16.95	6/30/18	\$14.63	\$17.29
Lead Cook	8/26/17	\$16.19	\$21.27	6/30/18	\$16.51	\$21.70
Lifeguard	8/26/17	\$12.53	\$15.06	6/30/18	\$12.78	\$15.36
Office Assistant I	8/26/17	\$12.25	\$16.09	6/30/18	\$12.50	\$16.41
Office Assistant II	8/26/17	\$13.24	\$17.40	6/30/18	\$13.50	\$17.75
Office Assistant III	8/26/17	\$15.20	\$19.94	6/30/18	\$15.50	\$20.34
Outreach Assistant I	8/26/17	\$18.55	\$24.67	6/30/18	\$18.92	\$25.16
Outreach Assistant II	8/26/17	\$26.20	\$34.84	6/30/18	\$26.72	\$35.54
Pool Manager	8/26/17	\$18.55	\$24.34	6/30/18	\$18.92	\$24.83
Public Information Assistant	8/26/17	\$17.99	\$23.61	6/30/18	\$18.35	\$24.08
Public Safety Aide	8/26/17	\$11.93	\$15.62	6/30/18	\$12.17	\$15.93
Reservation Specialist I	8/26/17	\$13.24	\$17.40	6/30/18	\$13.50	\$17.75
Reservation Specialist II	8/26/17	\$15.95	\$20.94	6/30/18	\$16.27	\$21.36
Reservation Specialist III	8/26/17	\$17.23	\$22.62	6/30/18	\$17.57	\$23.07
RVT Specialist	8/26/17	\$19.47	\$25.55	6/30/18	\$19.86	\$26.06
Senior Council Executive Assistant	8/26/17	\$27.54	\$28.92	6/30/18	\$28.09	\$29.50
Senior Graphics Designer	8/26/17	\$27.92	\$36.64	6/30/18	\$28.48	\$37.37
Swim Instructor/Lifeguard	8/26/17	\$14.34	\$16.95	6/30/18	\$14.63	\$17.29
Veterinary Assistant	8/26/17	\$14.96	\$19.65	6/30/18	\$15.26	\$20.04
Zoning Administrator	7/1/08*	Flat: \$600 per month				
		<u>Daily Stipend Rates</u>				
	<u>Effective Date</u>	<u>Tier I</u>	<u>Tier II</u>	<u>Effective Date</u>	<u>Tier I</u>	<u>Tier II</u>
Crossing Guard	8/26/17	\$75.19	\$77.68	6/30/18	\$76.69	\$79.23
Crossing Guard Alternate	8/26/17	\$75.19	N/A	6/30/18	\$76.69	N/A

\*City Resolution No. 05-97

Revised: 8/13/13, 6/24/14, 8/26/14, 6/23/15, 8/11/15, 12/8/15, 6/14/16, 6/13/17, 9/12/17, 9/26/17, 6/12/18, 8/28/18, 10/23/18

PASSED AND ADOPTED by the City Council of the City of Irvine at a regular meeting held on the 23<sup>rd</sup> day of October 2018.

\_\_\_\_\_  
MAYOR OF THE CITY OF IRVINE

ATTEST:

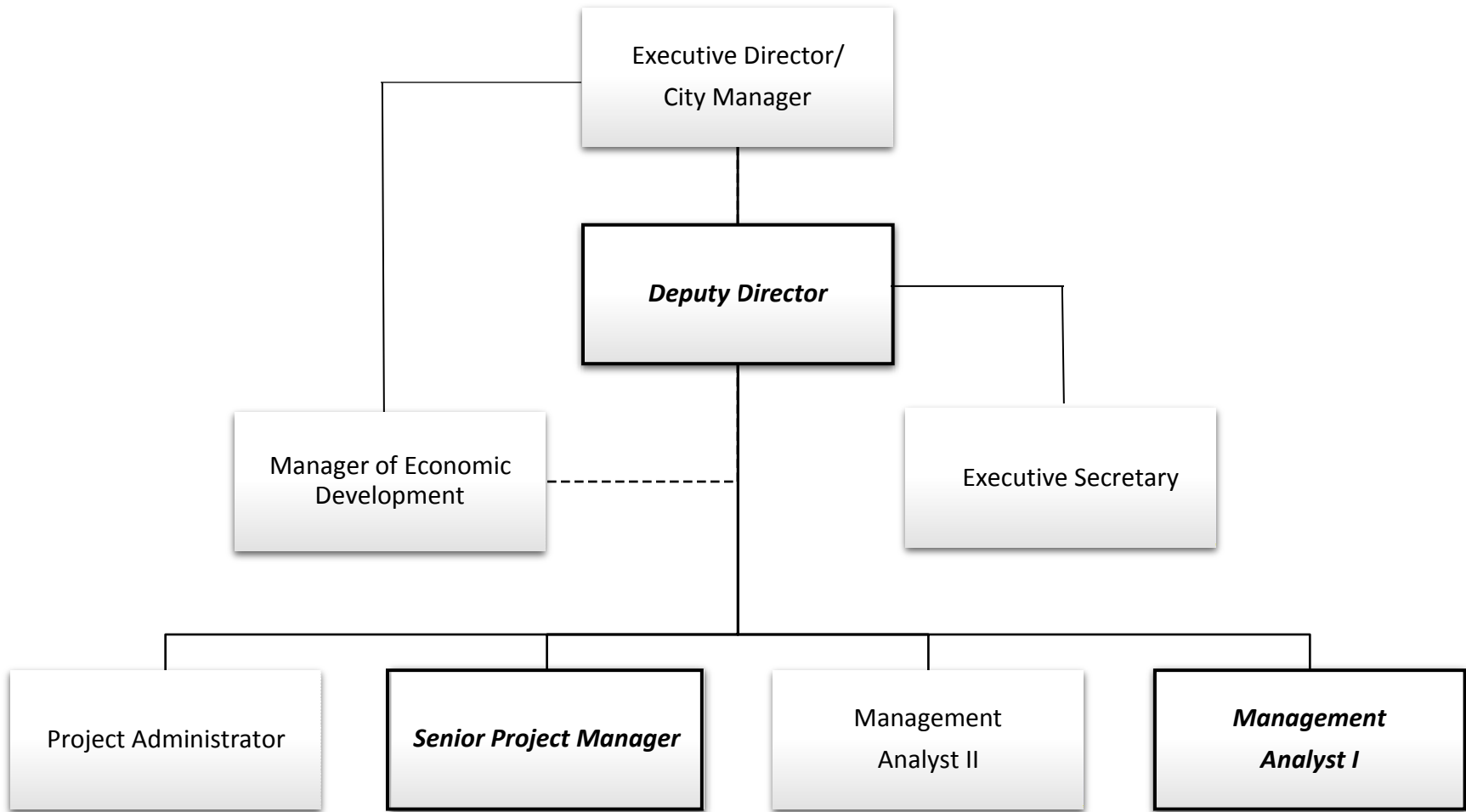
\_\_\_\_\_  
CITY CLERK OF THE CITY OF IRVINE

STATE OF CALIFORNIA )  
COUNTY OF ORANGE ) SS  
CITY OF IRVINE )

I, MOLLY MCLAUGHLIN, City Clerk of the City of Irvine, HEREBY DO CERTIFY that the foregoing resolution was duly adopted at a regular meeting of the City Council of the City of Irvine, held on the 23<sup>rd</sup> day of October 2018.

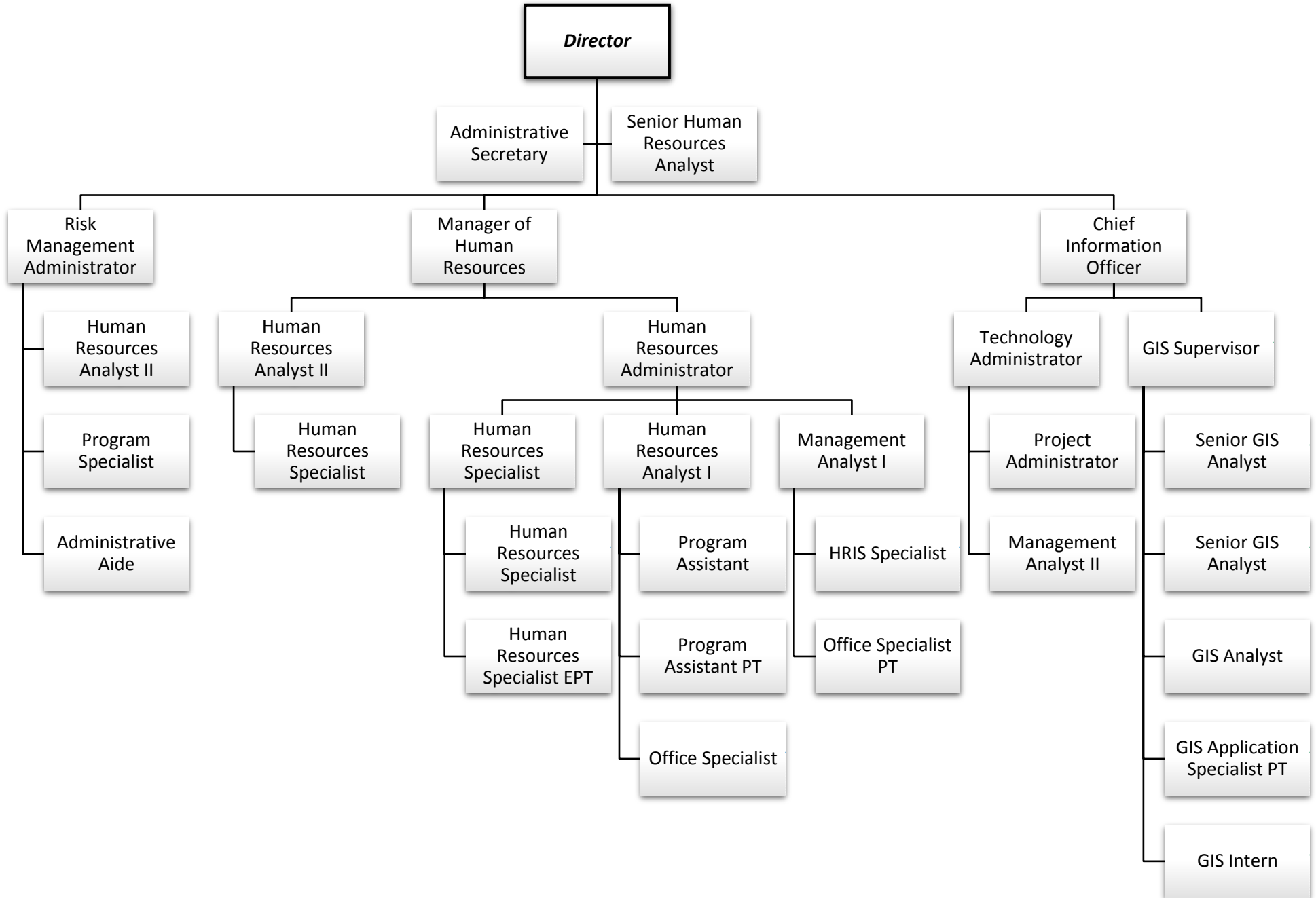
AYES:                    COUNCILMEMBERS:  
NOES:                    COUNCILMEMBERS:  
ABSENT:                COUNCILMEMBERS:  
ABSTAIN:               COUNCILMEMBERS:

\_\_\_\_\_  
CITY CLERK OF THE CITY OF IRVINE



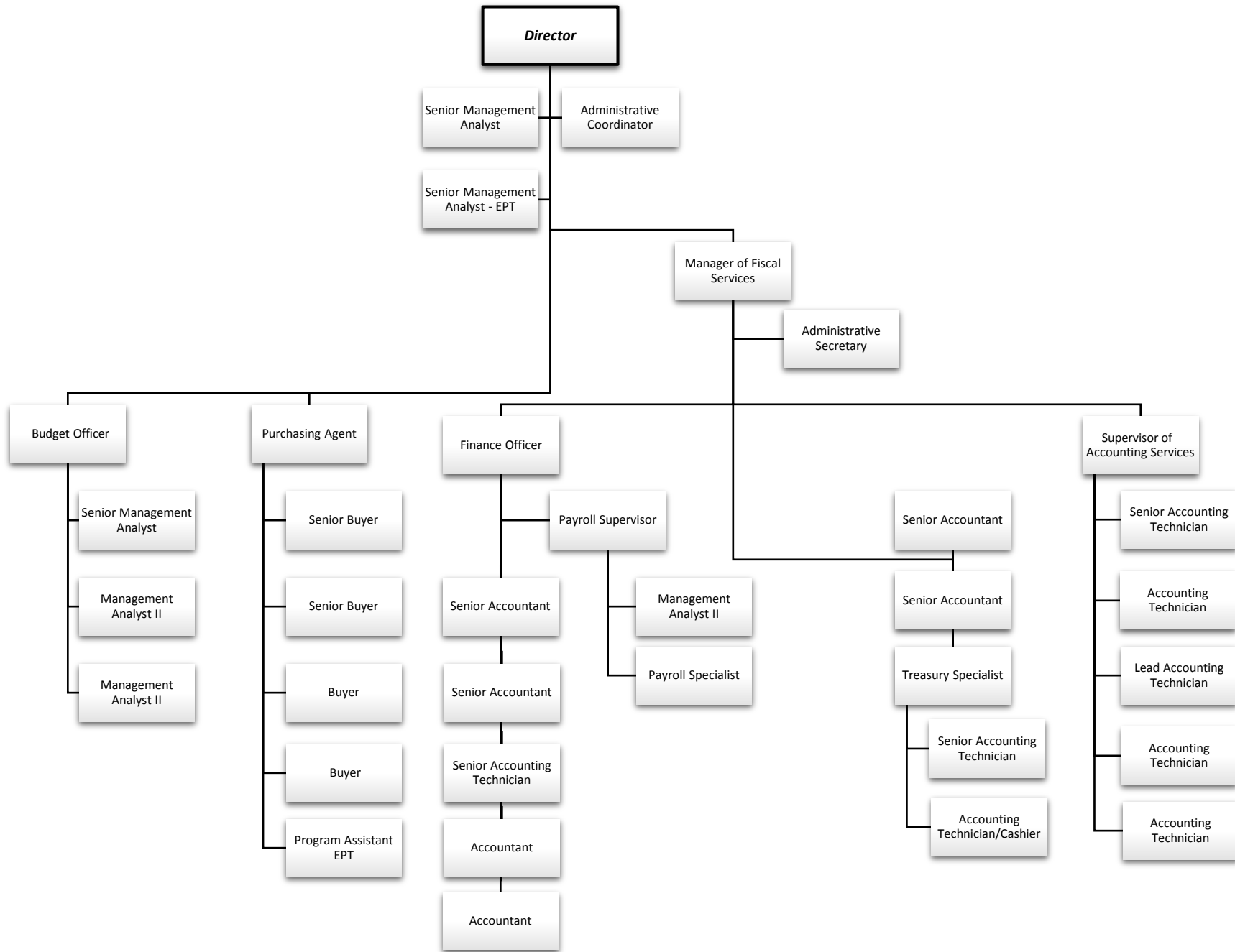
\*Modified positions reflected in italicized/bold outline

DEPARTMENT OF EMPLOYEE DEVELOPMENT & INNOVATION



\*Modified positions reflected in italicized/bold outline

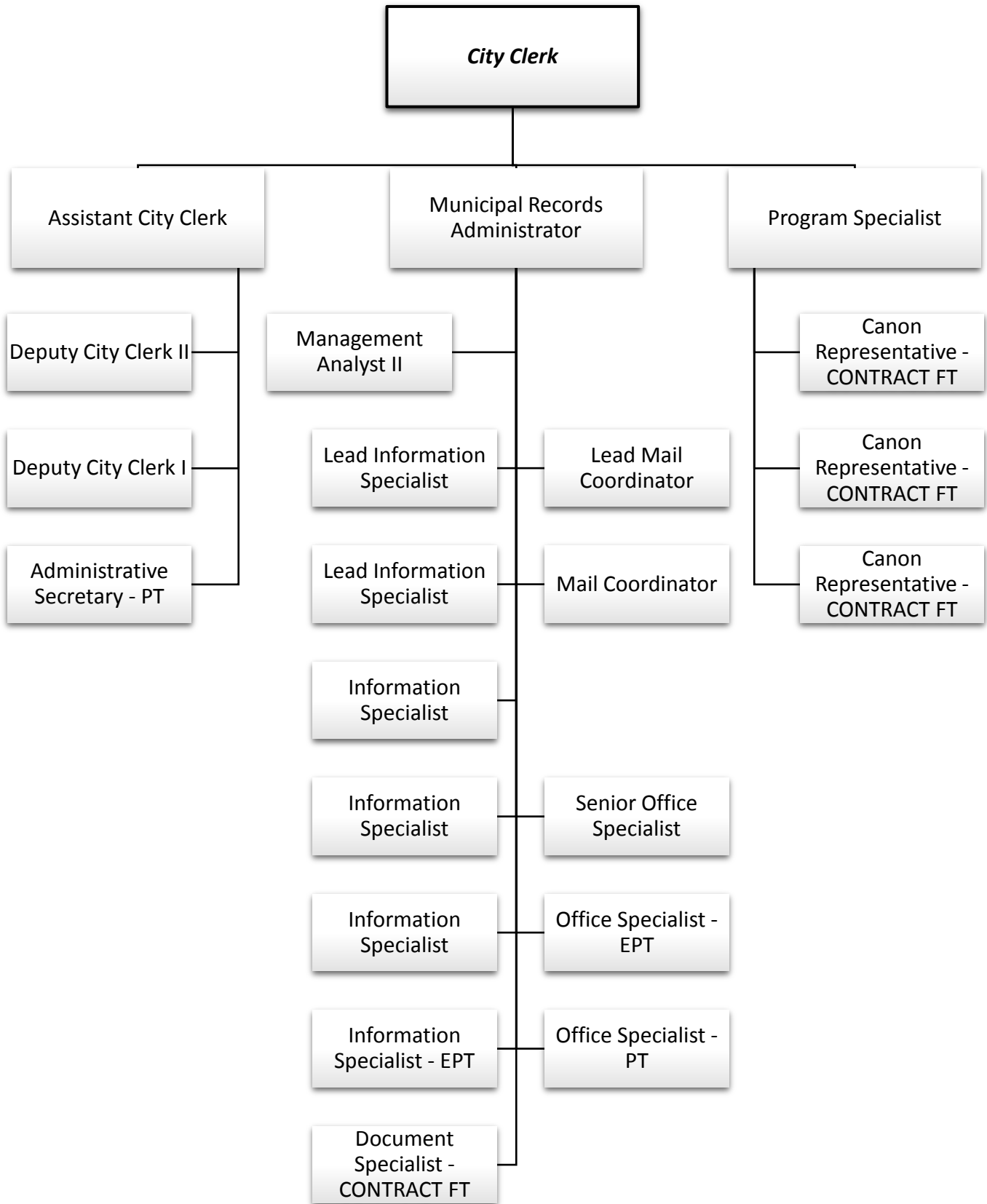
DEPARTMENT OF FINANCIAL MANAGEMENT & STRATEGIC PLANNING



\*Modified positions reflected in italicized/bold outline



CITY CLERK'S OFFICE



\*Modified positions reflected in italicized/bold outline