

RESOLUTION NO. 4520

A RESOLUTION OF THE MAYOR AND CITY COUNCIL OF
THE CITY OF WESTMINSTER PROVIDING FOR A
COMPENSATION PLAN FOR THE
MANAGEMENT/ADMINISTRATIVE/CONFIDENTIAL
EMPLOYEES OF THE CITY OF WESTMINSTER

The Mayor and City Council of the City of Westminster do hereby resolve as follows:

SECTION 1. APPLICATION OF RESOLUTION.

This Resolution provides for salaries, benefits and other terms and conditions of employment applicable to unrepresented Management, Administrative and Confidential employees of the City of Westminster. Classifications covered by this Resolution are as follows:

Accounting Manager
Administrative Analyst
Administrative Assistant
Administrative Assistant II
Administrative Assistant II/City Council
Administrative Services Director
Applications Supervisor
Assistant City Clerk
Assistant City Engineer
Assistant City Manager
Assistant Community Services Director
Assistant Planner
Assistant to the City Manager
Associate Civil Engineer
Associate Planner
Building Official
City Cable TV Production Supervisor
City Clerk
City Housing Coordinator
City Housing Supervisor
City Traffic Engineer
Civil Engineering Assistant
Civil Engineering Associate
Civil Engineering Principal
Code Enforcement Manager
Community Development Director
Community Services Coordinator
Community Services Director

Community Services Supervisor
Data Center Supervisor
Director of Human Resources & Risk Management
Director of Public Works/City Engineer
Economic Development Manager
Economic Development Specialist
Executive Assistant/City Manager's Office
Family Resource Center Supervisor
Finance Director/City Treasurer
Financial Services Manager
Gang/Drug Prevention Worker
Garage Superintendent
Housing Specialist
Human Resources Assistant
Information Services Manager
Information Systems Specialist
Maintenance Superintendent
Management Analyst
Personnel Analyst
Plan Check Engineer
Plan Checker
Planning Manager
Planning Technician
Police Captain
Police Chief
Programmer Analyst
Public Works Manager/Maintenance Operations
Public Works Manager/Water
Purchasing Officer
Rehabilitation Specialist
Research Analyst
Risk Management/Benefits Officer
Senior Administrative Assistant
Senior Center Supervisor
Senior Planner
Senior Programmer Analyst
Senior Staff Accountant
Staff Accountant
Systems Administrator
Water Superintendent

SECTION 2. ALLOCATION TO SALARY RANGE.

The classifications listed above are allocated to monthly salary ranges as contained in the Management / Administrative / Confidential Salary Schedule, attached hereto as Exhibit A and by reference made a part hereof.

Application:

Employees will receive a performance evaluation annually on the anniversary date of their hire or promotion to their current position. All other policies as stated in the Personnel Policy Manual, Article XIV, shall apply.

Employees whose current salary exceed the maximum established for the position, shall be "Y" rated until such time the salary range exceeds their salary.

SECTION 3. SALARY INCREASES

Salaries shall remain unchanged for the term of this agreement and are listed in Exhibit A (Management/Administrative/Confidential salary schedule).

A. Stipend, Fiscal Year 2014-15:

Each employee shall receive a one-time, flat-dollar stipend (off salary schedule) equal to \$2,500. It is further understood that this stipend shall not be considered reportable compensation as defined by CCR 571(a) and related California Public Employee Retirement Systems (CalPERS) regulations. The stipend shall be paid to employees on the first available pay period as practicable after City Council adoption of this Resolution.

B. Stipend, Fiscal Year 2015-16:

Each employee shall receive a one-time, flat-dollar stipend (off salary schedule) equal to \$1,500. The stipend shall be paid to employees in the first full pay period of Fiscal Year 2015-16. It is further understood that this stipend shall not be considered reportable compensation as defined by CCR 571(a) and related California Public Employee Retirement Systems (CalPERS) regulations.

SECTION 4. OVERTIME/ADMINISTRATIVE TIME-OFF.

Employees defined as "exempt" under Fair Labor Standards Act (FLSA) shall not be eligible for overtime pay, but shall be eligible for administrative time off in lieu of overtime pay. Such time off shall be at the convenience of the City and must be approved in advance by the City Manager or his/her designee.

Employees defined as "non-exempt" under Fair Labor Standards Act (FLSA) shall be eligible for overtime pay at the rate of time and one-half for all hours actually worked in excess of forty (40) in one week, or shall be eligible for compensatory time off. Such time off shall be at the convenience of the City and must be approved by the City Manager or his/her designee. Accumulated administrative time shall not be eligible for cash payment.

Exempt employees in the following Executive classifications shall not receive administrative time off in lieu of overtime pay, but shall receive Executive Leave in the amount of eighty (80) hours per calendar year:

- Administrative Services Director
- Assistant City Manager
- Assistant to the City Manager
- City Clerk
- Community Development Director
- Director of Community Services
- Director of Human Resources & Risk Management
- Director of Public Works/City Engineer
- Finance Director/City Treasurer
- Police Chief

Unused Executive Leave shall not be carried over beyond the calendar year in which it is earned and shall be forfeited. Use of Executive Leave shall be at the convenience of the City and is subject to approval by the City Manager. Executive Leave may not be cashed out upon termination.

SECTION 5. MILEAGE.

Employees required or permitted to use private automobiles in the discharge of their duties shall be paid mileage allowance.

SECTION 6. DEMOTION.

Demotion of Management/Administrative/Confidential employees for other than disciplinary reasons shall not result in a reduction in pay; and if continued payments exceed the appropriate salary schedule, the employee shall be shown on the personnel and payroll records as a "Y" rated employee, with the salary held at the "Y" rate.

SECTION 7. EDUCATIONAL ACHIEVEMENT.

No employee in the Management/Administrative/Confidential series shall be eligible for any additional compensation for educational or professional achievements.

SECTION 8. CONTINUOUS MERITORIOUS SERVICE.(CMS)

As an incentive for outstanding, continuous meritorious service, employees who maintain evaluations of satisfactory or better shall be entitled to special merit pay, at the completion of the following service intervals (Example: The initial two percent (2%) CMS Pay commences upon the completion of 21 full years of service):

21 years service	2.00%
22 years service	2.00%
23 years service	2.00%
24 years service	2.00%
25 years service	2.00%

Employees transitioning into the Management/Administrative/Confidential employee group from any of the represented employee organizations within the City of Westminster shall retain all earned Continuous Meritorious Service (CMS) pay and continue to accrue any remaining CMS pay under the terms of the Memorandum of Understanding or Resolution such employee left, not to exceed a maximum of ten percent (10%). In the event the employee's former employee organization negotiates a change in CMS pay, the employee shall retain the earned CMS pay or receive such compensation under the terms of this resolution, whichever is greater.

SECTION 9. VACATION ALLOWANCE.

Vacation allowance shall be earned based on the following schedule:

<u>Years of Service</u>	<u>Vacation Allowance</u>
0 to 1	120 hours
1 to 2	128 hours
2 to 3	136 hours
3 to 4	144 hours
<u>Years of Service</u>	<u>Vacation Allowance</u>
4 to 5	152 hours
5 to 20	160 hours
20 to 21	168 hours
21 to 22	176 hours
22 to 23	184 hours
23 to 24	192 hours
24 or more	200 hours

Vacation shall be scheduled within the department so as not to interfere with departmental operations, and must have the prior approval of the City Manager or his/her designee.

Management/Administrative/Confidential employees shall be permitted to cash out accrued vacation hours a maximum of two (2) times per calendar year so long as a minimum of one hundred and twenty (120) vacation hours are maintained in the employee's leave account at all times.

All vacation hours in excess of two hundred and forty (240) hours shall be paid in cash on the second pay period of November each year.

The City shall provide an exception for economic hardship. The Administrative Services Director shall review such requests for vacation cash out. A good faith demonstration that the employee has a financial hardship will be sufficient (i.e., does not require that the hardship be "unforeseen" or "preventable" as 457 withdrawals require).

SECTION 10. SICK LEAVE.

Employees shall be credited with sick leave at the rate of eight (8) hours per month and may not be taken off until earned.

Accumulated sick time shall be disposed of in any of the following ways at the discretion of the employee. The employee must declare in advance his/her intended form of disposition to the City. This declaration shall be made in July of each year for the current year only. The forms of disposition shall be:

1. CASH OUT. The employee may elect to cash all remaining sick leave earned during the previous twelve (12) months at the rate of fifty percent (50%) of the total value.
2. ROLL-OVER. The employee may elect to roll-over the full balance of time for future use as sick time. Subsequent cash outs will be limited only to that amount accumulated during the previous twelve (12) month period. Upon retirement, all accumulated sick time, not disposed of, will be credited towards PERS retirement credit on an hour for hour basis. If the employee fails to file a declaration as to the disposition of sick leave, accumulated sick leave will automatically be placed in his/her roll-over account. Declarations must be received by the Administrative Services Director no later than July 1 of each year.
3. RETIREMENT. Employees who make application for and retire from City service shall receive cash payment for up to two hundred and forty (240) hours sick leave to be paid at the rate in effect at the time of such retirement.
4. DEATH. In the event of death of the employee, the designated beneficiary on file in the Human Resources Division shall be paid in cash for sick leave at the rate of fifty percent (50%) of cash value.
5. LAYOFF. Employees whose employment is terminated due to layoff shall be paid in cash for all accumulated sick leave on the books at the time of layoff, at full cash value.

SECTION 11. HOLIDAY CREDIT.

In addition to their regular compensation, employees shall be eligible for eight (8) holidays, which will be credited as earned, and which may be taken either on such

holiday or any other time, but only at the convenience of the City. Employees shall receive nine (9) hours for each recognized holiday.

The legal holidays of the City are:

- January 1
 - Presidents' Day
 - Memorial Day
 - July 4
 - Labor Day
 - Fourth Thursday in November
 - The Friday following the Fourth Thursday of November
 - December 25
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- A maximum of two (2) nine (9) hour Floating Holidays (total of eighteen [18] hours) to be taken at the convenience of the City. Such holidays are not eligible for cash payment, and must be taken between the first pay period of the calendar year and the last pay period of the calendar year. It is understood "calendar year" refers to the City's normal payroll cycle and might not include a pay period that includes the entire month of December. The intent and practice is to allow employees twenty-six pay periods in which to utilize the floating holiday hours. The employee is eligible for the two (2) Floating Holidays after sixty (60) days' continuous employment.
 - Every day appointed by the President or Governor for public fast, thanksgiving, or holiday and so proclaimed by the Mayor.

SECTION 12. HOLIDAY FURLOUGH.

City offices will be closed between Christmas and New Year. Employees will be allowed to use banked time (Administrative Time Off, Executive Leave, floating holiday, sick leave or vacation) to cover time employees are off. Employees may choose time off without pay.

SECTION 13. LEAVES OF ABSENCE.

A. Family and Medical Care Leave - Employees are entitled to all rights available under the Federal Family and Medical Leave Act (FMLA) and the California Family Rights Act (CFRA). The following shall clarify the City's administration of Family and Medical Care Leave:

Declaration of Family and Medical Care Leave – In addition to qualifying employee requests for Family and Medical Care Leave, the City retains the right to declare an employee out on Family and Medical Care Leave for employee absences which are FMLA/CFRA-eligible. In such cases, the City shall count the duration of such leave against the employee's 12-week leave entitlement.

Calculation of 12 Months for Purposes of Eligibility: Eligible employees are generally entitled to up to 12 weeks of Family and Medical Care Leave for qualifying purposes in a 12-month period (additional time may be available for qualifying employees under Military Family Leave regulations). The City shall compute the 12-month period using a "rolling" 12-month period, measured backward from the date leave is used. Under this method, each time an employee takes a Family and Medical Care Leave, the remaining leave entitlement would be any balance of the 12 weeks which has not been used during the immediately preceding 12 months.

Use of Leave – "Bonding" Leave: An employee shall use Vacation Leave in connection with "bonding" leave, as defined under the FMLA and CFRA. If an employee has exhausted his/her accumulated Vacation Leave, an employee may use accumulated Sick Leave for "bonding" leave. An employee may also, at his/her discretion, use Compensatory Time Off for "bonding" leave.

Sick Leave may be used during "bonding" leave if such leave is also taken in connection with a personal or family illness. The City may require medical certification for use of Sick Leave during "bonding" leave. For "bonding" leave taken due to the birth of an employee's child, an employee shall be allowed to use Sick Leave for up to four weeks. Use of Sick Leave of longer than four weeks for "bonding" due to the birth of an employee's child shall require medical certification of personal or family illness.

Use of Leave – Personal/Family Illness: An employee shall use Sick Leave for leave in connection with a personal or family illness. If an employee has exhausted his/her accumulated Sick Leave, an employee may use accumulated Vacation Leave. An employee may, at his/her discretion, use Compensatory Time Off for leave in connection with a personal or family illness.

Intermittent Leave: An employee is not required to take Family and Medical Care Leave in one continuous block of time. Generally, leave may be taken intermittently or on a reduced leave schedule only when medically necessary or due to a "qualifying exigency" under Military Family Leave regulations. Employees must make reasonable efforts to schedule leave so as not to unduly disrupt the City's operations.

The minimum duration of "bonding" leave shall be two weeks, but the City shall permit an eligible employee to take "bonding" leave of at least one day, but less than two weeks, on two occasions.

B. Military Leave - Employees are entitled to all rights available under the Federal Uniformed Services Employment and Reemployment Rights Act (USERRA) and the California Military and Veterans Code. In addition, the City

has extended additional benefits to employees called to active duty by Council adopted Resolution.

C. Catastrophic Leave Donations - In recognition of the fact that catastrophic illness or injury can cause employees a financial hardship, an employee may apply for Catastrophic Leave donations from fellow City employees. This will allow the employee facing financial hardship to remain on payroll through the use of Sick Leave hours. Requests for Catastrophic Leave donations shall be made through and from the Human Resources Division.

In order to be eligible for Catastrophic Leave donations, an employee must have exhausted all accumulated leave balances and must be expected to be absent from the workplace due to personal illness or injury, or due to the illness or injury of an immediate family member which requires the care of the employee.

Donations shall be limited to whole hour increments of Vacation, Comp Time, and Sick Leave (Sick Leave shall be donated at 50% value). The donating employee shall have his/her leave hours deducted accordingly and the recipient shall have donated hours credited to his/her Sick Leave account. Donated hours shall be converted to Sick Leave hours for the recipient as follows:

1. Donated hours multiplied by donating employee's hourly rate (base pay, CMS and education pay included);
2. This amount divided by the recipient's hourly rate (base pay, CMS and education pay included);
3. Result is the number of hours the recipient will have credited to their Sick Leave account

In the event that an eligible employee receives donations of leave in excess of that which is required, unused hours shall be deposited into a Catastrophic Leave Bank for future use by eligible employees covered by this Resolution. Unused hours shall be multiplied by the primary recipient's hourly rate to determine a total monetary amount available for future Catastrophic Leave Donation requests. The total amount available shall be divided by a future recipient's hourly rate to determine how many hours are available for that recipient.

D. Employees may request other forms of leaves of absence pursuant to provisions outlined in the Personnel Policy Manual.

E. Any employee who engages in outside employment during any leave of absence without prior notification and approval of the City Manager and department head shall be subject to termination. Any employee who falsified the

reason for the request of said leave of absence may be terminated for falsifying a request for leave of absence or extension thereof.

SECTION 14. BEREAVEMENT LEAVE

In the event of a death to a spouse or child (to include foster and/or step-child), the employee shall be granted two (2) weeks of leave with pay depending on the employee's schedule, with such time not to be charged against the employee's leave account. It is understood the "two (2) weeks" amount will coincide with the employee's work schedule (i.e., 4-10 work week, 28 day work cycle, etc.).

In the event of a death of the following specified family members – parent, grandparent, grandchild, great-grandparent, sibling, niece, nephew, aunt, uncle or such relative of spouse – the employee shall be granted up to thirty (30) hours off with pay to attend the funeral, not to be charged against the employee's sick leave account. If it is necessary for an employee to travel outside the immediate area due to a death in the specified family members, upon approval of the City Manager, leave may be extended up to a total of forty (40) hours to attend a funeral. "Immediate area" as used above means within five hundred (500) miles of the City of Westminster, as measured from City Hall (8200 Westminster Boulevard).

15. RETIREMENT – TIER 1

Section 15 of this Article shall be applicable to employees hired prior to July 28, 2011.

A. PERS RETIREMENT – SAFETY EMPLOYEES

Safety employees shall be members of the Public Employees' Retirement System (PERS) and shall be eligible for retirement benefits based upon the 3% at age 50 formula, using the average monthly salary earned during the highest twelve (12) consecutive months of employment to establish final compensation.

The member (employee) contribution rate for Safety employees is established by State Legislation and is currently set at 9.0% of "PERSable" salary.

Payment by City and Employee of Employee's Retirement Contribution

The City and employee shall pay the employee's share of PERS contribution in the following manner:

1. The City shall make employee contributions to PERS in the amount of 9.0% of "PERSable" salary. The City will allow these contributions to be treated as "pick up" in accordance with Section 414(h)2 of the Internal Revenue Service Code and applicable Government Code sections. These "pick up" contributions

C. INDUSTRIAL DEATH

If death is service connected in the judgment of the Industrial Accidents Commission, a monthly income is paid to the widow/widower for life (or until remarriage) instead of the above basic death benefit. However, if she/he is also eligible for survivor benefits from Social Security because of the member's death, the State System benefit will be reduced by the amount of such Social Security so long as Social Security benefits are payable (usually until the youngest child reaches 18 and after the widow/widower reaches age 62). The total, including Social Security, would be 50% of final compensation. If death was caused by external violence or physical force, the total benefit (including Social Security) would be increased to the following percentages of final compensation so long as the widow lives and does not remarry:

- | | |
|---|-------|
| • Widow or widower with 3 or more children under 18 | 75.0% |
| • Widow or Widower with 2 children under 18 | 70.0% |
| • Widow or widower with 1 child under 18 | 62.5% |

D. 1959 SURVIVOR BENEFITS

A monthly allowance shall be paid to certain survivors of a member who dies before retirement. The City shall provide Level IV of this benefit.

E. DEATH AFTER RETIREMENT

The death benefit is \$500 if death occurs after retirement. This amount will be in addition to any payments, which might be made after an optional retirement benefit chosen by the member at his/her retirement.

F. TERMINATION OF ENROLLMENT

Upon termination of employment, an employee with five or more years of service may either leave his contributions with the Retirement System and receive, upon attaining retirement age, the retirement benefit he has earned, or he/she may withdraw his/her contributions (plus interest), thus terminating his/her membership in the System and receiving no retirement benefits. Except (1) a member with less than five years of service shall not have interest refunded upon termination of employment, and (2) a member who is transferring to employment with another agency covered by the System shall not have the right of withdrawing his/her accumulated contributions, but the contributions will be transferred with the member.

SECTION 16. HEALTH BENEFIT PROGRAM.

A. The City shall maintain a comprehensive health benefit program consisting of the following programs:

- Comprehensive family health medical coverage
- Dental care
- Vision care
- Life insurance
- Long Term Disability

The City's Health Benefit Program may be increased in scope at any time; however, the Benefit Program may not be decreased without providing an equivalent program, and then only after the appropriate consultation with the Association and amendment to this Memorandum of Understanding.

B. The City has implemented a full flex cafeteria plan. Active employees participating in the City's full flex cafeteria plan shall receive a flex dollar allowance to purchase group health coverage under the plan:

\$1,200 per month (effective December 1, 2014); and,

\$1,300 per month (effective December 1, 2015)

A portion of the flex dollar allowance is identified as the City's mandatory contribution towards CalPERS Health under the Public Employees' Medical and Hospital Care Act (PEMHCA), hereinafter referred to as the "PEMHCA minimum contribution." The PEMHCA minimum contribution shall be adjusted annually by an amount to be determined by CalPERS (\$119.00 per month in calendar year 2014 and \$122.00 per month in calendar year 2015). Remaining flex dollars shall be used by employees to participate in the City's health benefits plans.

Unused flex dollar allowances, after the employee has elected the coverage under the Cafeteria plan they desire, can be taken by the employee as cash (taxable income); or deposited into the following tax deferred options: (1) employee's Health Care spending account (Sec. 125 plan); (2) Dependent Care Spending account; (3) 457 Deferred Compensation plan; or (4) used to purchase voluntary products. Employees who do not use the full monthly maximum benefit amount shall be paid the unused amount on the first payday of the month.

Payment by City and Employee of Employee's Retirement Contribution

The City and employee shall pay the employee's share of PERS contribution in the following manner:

1. The City shall make employee contributions to PERS in the amount of 7.0% of "PERSable" salary. The City will allow these contributions to be treated as "pick up" in accordance with Section 414(h)2 of the Internal Revenue Service Code and applicable Government Code sections. These "pick up" contributions will be treated as deferred income to the employee for federal and state tax purposes to the extent permissible by law. Payment will be credited to the employee's individual account with PERS.
2. Effective the pay period beginning July 30, 2011 employees shall reimburse the City for PERS payments in an amount of 7.0% of "PERSable" salary. This reimbursement shall be administered via payroll deduction.

C. PAYMENT BY CITY OF EMPLOYER'S RETIREMENT CONTRIBUTION

During the term of this agreement, the City shall be responsible for the total amount of the employer share of the PERS retirement rates. In the event there are any increases in the employer share during the term of the agreement, such increases shall be the sole responsibility of the City. Further, should there be any decreases in the employer share of the PERS retirement rates, such decreases shall inure to the City and are not subject to bargaining during the term of the agreement.

15.2 RETIREMENT – PUBLIC EMPLOYEE PENSION REFORM ACT (PEPRA)

Section 15.2 of this Article shall be applicable to new employees/members hired on or after January 1, 2013 as defined by changes made to the Public Employees' Retirement Law (PERL) by PEPRA. The new employees/members will be hired at the retirement formula in accordance with PEPRA and other legislation.

A. PERS RETIREMENT – SAFETY EMPLOYEES

New members entering membership for the first time in a Police Safety classification shall be eligible for the 2.7% at 57 retirement formula for Local Safety members, with final compensation computed as the highest average annual pensionable compensation earned by a member during a period of at least thirty-six (36) consecutive months. The employee contribution for new members shall be one-half the normal cost, as determined by CalPERS. In no event shall the City pay any of the required employee contribution, as prescribed by PEPRA and outlined in Government Code Section 20516 et al.

B. PERS RETIREMENT – NON-SAFETY EMPLOYEES

New members entering membership for the first time in a Non-Safety (Miscellaneous) classification shall be eligible for the 2.0% at 62 retirement formula for Miscellaneous members, with final compensation computed as the highest average annual pensionable compensation earned by a member during a period of at least thirty-six (36) consecutive months.. The employee contribution for new members shall be one-half the normal cost, as determined by CalPERS. In no event shall the City pay any of the required employee contribution, as prescribed by PEPRA and outlined in Government Code Section 20516 et al.

15.3 TERMINATION OF PERS MEMBERSHIP

A. DISABILITY RETIREMENT

A miscellaneous employee becoming disabled to the extent that he/she is incapable of performing his/her duties shall be eligible for disability retirement provided he has at least five (5) years of service. The monthly retirement allowance for those with less than ten (10) years services is 1.80% of final compensation for each year of service. For those with ten (10) years to 18.51 years of service, the monthly retirement allowance will be a minimum guarantee of one-third of final compensation for most employees who have rendered at least ten (10) years of service. For those with 18.51 or more years of service, the monthly retirement allowance will be 1.8% of final compensation for each year of service. The disability retirement allowance shall under no circumstances exceed the service retirement allowance payable upon retirement for service at age 60 if employment could be continued to that age.

A sworn employee, who becomes disabled while a member of the System for reasons arising out of his/her employment, will be eligible for a life income of fifty percent (50%) of his/her final compensation. If his/her disability is such that he/she is also entitled to a disability income from Social Security, the State System benefit will be reduced by the amount of his/her Social Security benefit.

B. DEATH BEFORE RETIREMENT

This benefit is a refund of the member's accumulated contributions to the retirement fund plus interest, plus six (6) months' salary, provided he/she has been a member of the Retirement System for six years or more. For those who die before completing six years membership, the benefit is one month's salary for each year of membership plus refund of contributions and interest. The salary referred to is that earned during the year preceding death. Prior service does not count toward this benefit.

will be treated as deferred income to the employee for federal and state tax purposes to the extent permissible by law. Payment will be credited to the employee's individual account with PERS.

2. Effective July 1, 2012, the employee reimbursement shall increase to 9.0% of "PERSable" salary. Implementation of the 9.0% employee reimbursement shall take effect on the first full pay period after July 1, 2012.

B. PERS RETIREMENT – NON-SAFETY EMPLOYEES

Non-Safety (Miscellaneous) employees shall be eligible for retirement benefits based upon the 2.5% at age 55 formula, using the average monthly salary earned during the highest twelve (12) consecutive months of employment to establish final compensation.

The member (employee) contribution rate for Non-Safety (Miscellaneous) employees is established by State Legislation and is currently set at 8.0% of "PERSable" salary.

Payment by City and Employee of Employee's Retirement Contribution

The City and employee shall pay the employee's share of PERS contribution in the following manner:

1. The City shall make employee contributions to PERS in the amount of 8.0% of "PERSable" salary. The City will allow these contributions to be treated as "pick up" in accordance with Section 414(h)2 of the Internal Revenue Service Code and applicable Government Code sections. These "pick up" contributions will be treated as deferred income to the employee for federal and state tax purposes to the extent permissible by law. Payment will be credited to the employee's individual account with PERS.

2. Effective the pay period beginning July 1, 2012 employees shall reimburse the City for PERS payments in an amount of 8.0% of "PERSable" salary. This reimbursement shall be administered via payroll deduction.

C. PAYMENT BY CITY OF EMPLOYER'S RETIREMENT CONTRIBUTION

During the term of this agreement, the City shall be responsible for the total amount of the employer share of the PERS retirement rates. In the event there are any increases in the employer share during the term of the agreement, such increases shall be the sole responsibility of the City. Further, should there be any decreases in the employer share of the PERS retirement rates, such decreases shall inure to the City and are not subject to bargaining during the term of the agreement.

15.1 RETIREMENT – TIER 2

Section 15.1 of this Article shall be applicable to employees hired on or after July 28, 2011. In the event that an employee is hired on or after July 28, 2011, but prior to the full implementation of the new Tier 2 benefits contained in this Section, the employee shall be entitled to the Tier 1 retirement benefits contained in Section 15.

A. PERS RETIREMENT – SAFETY EMPLOYEES

Safety employees shall be members of the Public Employees' Retirement System (PERS) and shall be eligible for retirement benefits based upon the 2% at age 50 formula, using the average monthly salary earned during the highest thirty-six (36) consecutive months of employment to establish final compensation.

The member (employee) contribution rate for Safety employees is established by State Legislation and is currently set at 9.0% of "PERSable" salary.

Payment by City and Employee of Employee's Retirement Contribution

The City and employee shall pay the employee's share of PERS contribution in the following manner:

1. The City shall make employee contributions to PERS in the amount of 9.0% of "PERSable" salary. The City will allow these contributions to be treated as "pick up" in accordance with Section 414(h)2 of the Internal Revenue Service Code and applicable Government Code sections. These "pick up" contributions will be treated as deferred income to the employee for federal and state tax purposes to the extent permissible by law. Payment will be credited to the employee's individual account with PERS.
2. Effective the pay period beginning July 30, 2011 employees shall reimburse the City for PERS payments in an amount of 9.0% of "PERSable" salary. This reimbursement shall be administered via payroll deduction.

B. PERS RETIREMENT – NON-SAFETY EMPLOYEES

Non-Safety (Miscellaneous) employees shall be eligible for retirement benefits based upon the 2.0% at age 60 formula, using the average monthly salary earned during the highest thirty-six (36) consecutive months of employment to establish final compensation.

The member (employee) contribution rate for Non-Safety (Miscellaneous) employees is established by State Legislation and is currently set at 7.0% of "PERSable" salary.

The additional medical contribution for Family coverage, as provided in Section 16.C of this Article, shall not be part of the City's cafeteria plan.

- C. Employees who participate in the CalPERS health insurance program and are enrolled in the Family level of coverage shall receive an additional City contribution of \$100.00 per month. This additional contribution shall be available to active City employees only and shall not be included in any retiree medical benefit to which City employees may be entitled to upon retirement from the City.
- D. Optional City life insurance coverage shall provide for \$35,000 death benefit and \$35,000 accidental death or dismemberment rider. Dependent life insurance coverage shall provide for \$1,500 death benefit and \$1,500 accidental death or dismemberment rider.
- E. The City shall provide vision coverage under the VSP Insurance Plan
- F. The City shall provide Long Term Disability Insurance of 66 2/3% of the employees' monthly salary, up to a maximum of \$10,000 per month, to be paid for by the City.
- G. In the event any of the plans listed above become unavailable, the replacement plan shall be mutually acceptable to the City and the Association.
- H. The City shall continue to make available IRS Section 125 cafeteria plan and shall include if possible all options provided by law.
- I. The full flex cafeteria dollar amounts listed in Section 16.B of this Article apply to active employees only. As described more fully in Section 17 of this Article, the retiree Health Benefits Program amount is capped at \$936.60 per month.

SECTION 17. CONTINUATION OF MEDICAL, DENTAL, LIFE AND VISION INSURANCE UPON RETIREMENT.

A. TIER 3

Eligibility for City contribution to the retiree Health Benefits Program for employees hired on or after January 1, 2011, shall be based on the following schedule:

- 1. Employees retiring from the City with less than fifteen (15) consecutive years of service with the City of Westminster shall be eligible for a City contribution to the Retiree Health Plan equal to the PEMHCA minimum contribution to CalPERS Health (e.g., \$119.00 effective January 2014 and \$122.00 effective January 2015).

2. Employees retiring from the City with more than fifteen (15) years of consecutive service with the City of Westminster shall be eligible for a City contribution to medical coverage equal to \$400 per month.

3. The City contribution to medical coverage shall continue to a surviving spouse of a deceased retiree only until the surviving spouse becomes Medicare eligible, at which time the City contribution shall be discontinued.

4. Employees shall not be eligible for any City contribution toward continuation of ancillary benefits (e.g., dental, vision, life insurance). Employees shall not be eligible for continuation in the City's group policy for these benefits except as required by COBRA regulations.

B. TIER 2

Eligibility for City contribution to the retiree Health Benefits Program for employees hired on or after August 10, 2005, and on or before December 31, 2010, shall be based on the following schedule:

1. Employees retiring from the City with less than five (5) consecutive years of service with the City of Westminster shall be eligible for a City contribution to the Retiree Health Plan equal to the PEMHCA minimum contribution to CalPERS Health (e.g., \$119.00 effective January 2014 and \$122.00 effective January 2015).

2. Employees retiring from the City with more than five (5) years of consecutive service through ten (10) years of consecutive service with the City of Westminster shall be eligible for twenty-five percent (25%) of the capped benefit dollar amount of \$936.60 per month (e.g., $\$936.60 \times 25\% = \234.15).

3. Employees retiring from the City with more than ten (10) years of consecutive service through fifteen (15) years of consecutive service with the City of Westminster shall be eligible for fifty percent (50%) of the capped benefit dollar amount of \$936.60 per month (e.g., $\$936.60 \times 50\% = \468.30).

4. Employees retiring from the City with more than fifteen (15) years of consecutive service with the City of Westminster shall be eligible for one hundred percent (100%) of the capped benefit dollar amount of \$936.60 per month.

5. Retirees will continue to receive vision coverage, life insurance to \$35,000 (dependent upon age) with a City contribution to the premium not

to exceed \$19.10 per month, and a contribution to dental insurance benefits not to exceed \$20.00 per month.

C. TIER 1

1. Represented employees hired prior to August 10, 2005, who retire from City service, shall be eligible after retirement for continuation of medical insurance at an amount not to exceed \$936.60 per month.

2. Retirees will continue to receive vision coverage, life insurance to \$35,000 (dependent upon age) with a City contribution to the premium not to exceed \$19.10 per month, and a contribution to dental insurance benefits not to exceed \$20.00 per month.

D. In order to implement the tiered benefit contained in this section, effective January 1, 2008 the City's contribution towards CalPERS Health coverage shall be the minimum required contribution established by CalPERS under the Public Employees' Medical and Hospital Care Act (PEMHCA), hereinafter referred to as the "PEMHCA minimum contribution". Commencing January 1, 2009, the PEMHCA minimum contribution shall be adjusted annually by an amount to be determined by CalPERS (\$119.00 effective January 2014 and \$122.00 effective January 2015).

California Government Code Section 22892 (b) (1) requires the City to pay an equal amount towards the cost of medical coverage under PEMHCA for both active and retirees. Retirees shall have additional medical premiums deducted from their retirement check. City contributions required under this section shall be made directly by the City to eligible retirees on or about the 1st of each month. Retirees may receive these contributions either by check or direct deposit.

SECTION 18. TUITION REIMBURSEMENT:

Full time employees who have successfully completed their probationary period may be eligible for tuition reimbursement for course work taken from any college, university, or accredited institution which increases the employees' value to the City. To be eligible, the employee must receive a grade "C" or higher, and upon completion must verify the grade received. Courses must be approved in advance by the department head and the City Manager on the appropriate form. In the event the employee resigns or is removed from City service within one year following completion of the approved courses for which the City funds have been expended, the amount of tuition reimbursement paid by the City will be repaid to the City by means of a payroll deduction from the employee's last paycheck.

Reimbursement is limited to fifty percent (50%) of tuition cost, with a limit of \$500.00 maximum per fiscal year.

SECTION 19. UNIFORMS.

Employees required to wear a distinctive uniform will be furnished such uniform or will receive a uniform allowance.

SECTION 20. JOB-CONNECTED ILLNESS OR INJURY.

Non-sworn employees shall be entitled to a temporary disability at a maximum of six (6) months paid leave for job connected illness or injury, unless disability becomes permanent and stationary prior to expiration of six (6) months, such time not to be charged against sick leave or vacation. Such leave is to be determined by one of the doctors from the panel established by the Human Resources Division. If disability exceeds six months, employee may elect to receive only workers' compensation benefits, or have sick leave or vacation charged for the difference between workers' compensation and his/her regular salary and receive a full paycheck, not to exceed the maximum disability period allowed under Workers' Compensation law.

SECTION 21. EMPLOYEE DISCIPLINE

Disciplinary action against employees in the Classified Service shall be taken in accordance with procedures outlined in Article X of the City of Westminster Personnel Policy Manual.

All employees other than those excepted by Westminster Municipal Code Section 2.68.050 shall be considered members of the Classified Service. Employees excepted by Westminster Municipal Code Section 2.68.050 are considered "at-will" employees and not entitled to the procedures outlined in this Section and in Article X of the City of Westminster Personnel Policy Manual.

Appeal Hearings for Disciplinary Action

Should a permanent employee wish to appeal the decision of the City Manager in a case involving major discipline (defined as termination, suspension greater than five (5) days, or a demotion equivalent to more than five (5) days of pay), the matter shall be submitted to an independent arbitrator mutually selected by the parties who shall hear and consider the matter in accordance with the City's adopted rules and regulations.

The request must be filed, in writing, to the City Manager within five (5) working days after final action is taken and written notice has been given to the employee. The Hearing Officer shall be selected from a list of seven (7) arbitrators provided by AAA who are members of the National Academy of Arbitrators or through a list of Hearing Officers from the State Mediation and Conciliation Service. If the parties cannot agree on selection of a Hearing Officer, then the parties will alternately strike names until one name remains. Any decision of the Hearing Officer shall be final and conclusive, subject only to review pursuant to CCP §1094.5.

The City shall bear the costs associated with arbitration. These costs shall be limited to the cost of the arbitrator and court reporting services.

SECTION 22. ALL RESOLUTIONS IN CONFLICT, ETC.

All resolutions of the City of Westminster in conflict herewith are hereby repealed.

SECTION 23. EFFECTIVE DATE.

This Resolution shall be effective beginning July 1, 2014 and shall remain in effect until June 30, 2016 unless amended by subsequent City Council Resolution.

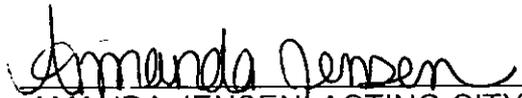
PASSED, APPROVED AND ADOPTED this 28th day of January 2015, by the following vote:

AYES:	COUNCIL MEMBERS:	TA, CONTRERAS, CAREY, DIEP, RICE
NOES:	COUNCIL MEMBERS:	NONE
ABSENT:	COUNCIL MEMBERS:	NONE



 Tri Ta, MAYOR

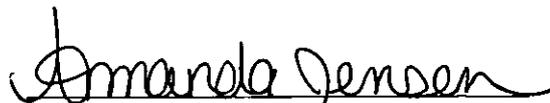
ATTEST:



 AMANDA JENSEN, ACTING CITY CLERK

STATE OF CALIFORNIA)
 COUNTY OF ORANGE) ss
 CITY OF WESTMINSTER)

I, Amanda Jensen, hereby certify that I am the duly appointed City Clerk of the City of Westminster, and that the foregoing resolution was duly adopted at a regular meeting of the City Council of the City of Westminster held on the 28th day of January 2015.



 Amanda Jensen
 Acting City Clerk

RESOLUTION NO. 4520
EXHIBIT A

CITY OF WESTMINSTER
COMPREHENSIVE SALARY SCHEDULE FOR FULL-TIME CLASSIFICATIONS
ADMINISTRATIVE/MANAGEMENT/CONFIDENTIAL EMPLOYEES
Approved by City Council on January 28, 2014

Classification	Unit	Grade	Range	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	
				Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	
Accounting Manager	ADMIN	A90	N/A	\$ 6,676	\$ 7,010	\$ 7,361	\$ 7,729	\$ 8,115	\$ 8,521	N/A	N/A	
Administrative Analyst	ADMIN	A28	N/A	\$ 4,662	\$ 4,895	\$ 5,140	\$ 5,397	\$ 5,667	\$ 5,950	N/A	N/A	
Administrative Assistant	ADMIN	A43	N/A	\$ 4,695	\$ 4,930	\$ 5,177	\$ 5,436	\$ 5,708	\$ 5,993	N/A	N/A	
Administrative Assistant II	ADMIN	A43B	N/A	\$ 4,067	\$ 4,270	\$ 4,483	\$ 4,707	\$ 4,942	\$ 5,189	N/A	N/A	
Administrative Assistant II/City Council	ADMIN	A27K	N/A	\$ 4,067	\$ 4,270	\$ 4,483	\$ 4,707	\$ 4,942	\$ 5,189	N/A	N/A	
Administrative Services Director	ADMIN	A93	N/A	\$ 10,909	\$ 11,454	\$ 12,027	\$ 12,628	\$ 13,259	\$ 13,922	N/A	N/A	
Applications Supervisor	ADMIN	A52C	N/A	\$ 6,522	\$ 6,848	\$ 7,190	\$ 7,549	\$ 7,926	\$ 8,322	N/A	N/A	
Assistant City Clerk	ADMIN	A30	N/A	\$ 4,649	\$ 4,881	\$ 5,125	\$ 5,381	\$ 5,650	\$ 5,933	N/A	N/A	
Assistant City Engineer	ADMIN	A56B	N/A	\$ 7,722	\$ 8,108	\$ 8,513	\$ 8,939	\$ 9,386	\$ 9,855	N/A	N/A	
Assistant City Manager	ADMIN	A99A	N/A	\$ 11,621	\$ 12,202	\$ 12,812	\$ 13,453	\$ 14,126	\$ 14,832	N/A	N/A	
Assistant Community Services Director	ADMIN	A84	N/A	\$ 6,626	\$ 6,957	\$ 7,305	\$ 7,670	\$ 8,054	\$ 8,457	N/A	N/A	
Assistant Planner	ADMIN	A33	N/A	\$ 4,808	\$ 5,048	\$ 5,300	\$ 5,565	\$ 5,843	\$ 6,135	N/A	N/A	
Assistant to the City Manager	ADMIN	A85	N/A	\$ 6,930	\$ 7,277	\$ 7,641	\$ 8,023	\$ 8,424	\$ 8,845	N/A	N/A	
Associate Civil Engineer	ADMIN	A56A	N/A	\$ 6,391	\$ 6,711	\$ 7,047	\$ 7,399	\$ 7,769	\$ 8,157	N/A	N/A	
Associate Planner	ADMIN	A51	N/A	\$ 5,521	\$ 5,797	\$ 6,087	\$ 6,391	\$ 6,711	\$ 7,047	N/A	N/A	
Building Official	ADMIN	A83	N/A	\$ 8,130	\$ 8,536	\$ 8,963	\$ 9,411	\$ 9,882	\$ 10,376	N/A	N/A	
City Attorney	ADMIN	A98	N/A	Salary set by contract.						\$ 17,500	N/A	N/A

EXHIBIT A

CITY OF WESTMINSTER
 COMPREHENSIVE SALARY SCHEDULE FOR FULL-TIME CLASSIFICATIONS
 ADMINISTRATIVE/MANAGEMENT/CONFIDENTIAL EMPLOYEES
 Approved by City Council on January 28, 2014

Classification	Unit	Grade	Range	Step A Monthly	Step B Monthly	Step C Monthly	Step D Monthly	Step E Monthly	Step F Monthly	Step G Monthly	Step H Monthly
City Cable TV Production Supervisor	ADMIN	A25	N/A	\$ 5,536	\$ 5,813	\$ 6,104	\$ 6,409	\$ 6,729	\$ 7,065	N/A	N/A
City Clerk	ADMIN	A86	N/A	\$ 7,989	\$ 8,388	\$ 8,807	\$ 9,247	\$ 9,709	\$ 10,194	N/A	N/A
City Housing Coordinator	ADMIN	A39A	N/A	\$ 6,930	\$ 7,277	\$ 7,641	\$ 8,023	\$ 8,424	\$ 8,845	N/A	N/A
City Housing Supervisor	ADMIN	A39	N/A	\$ 6,143	\$ 6,450	\$ 6,772	\$ 7,111	\$ 7,467	\$ 7,840	N/A	N/A
City Manager	ADMIN	0	N/A	Salary set by contract.					\$ 17,583	N/A	N/A
City Traffic Engineer	ADMIN	A56C	N/A	\$ 6,391	\$ 6,711	\$ 7,047	\$ 7,399	\$ 7,769	\$ 8,157	N/A	N/A
Civil Engineering Assistant	ADMIN	A37	N/A	\$ 5,287	\$ 5,551	\$ 5,829	\$ 6,120	\$ 6,426	\$ 6,747	N/A	N/A
Civil Engineering Associate	ADMIN	A56	N/A	\$ 6,391	\$ 6,711	\$ 7,047	\$ 7,399	\$ 7,769	\$ 8,157	N/A	N/A
Civil Engineering Principal	ADMIN	A37A	N/A	\$ 7,030	\$ 7,381	\$ 7,750	\$ 8,138	\$ 8,545	\$ 8,972	N/A	N/A
Code Enforcement Manager	ADMIN	A59	N/A	\$ 6,837	\$ 7,179	\$ 7,538	\$ 7,915	\$ 8,311	\$ 8,727	N/A	N/A
Community Development Director	ADMIN	A50	N/A	\$ 9,626	\$ 10,107	\$ 10,612	\$ 11,143	\$ 11,700	\$ 12,285	N/A	N/A
Community Services Coordinator	ADMIN	A27	N/A	\$ 4,067	\$ 4,270	\$ 4,483	\$ 4,707	\$ 4,942	\$ 5,189	N/A	N/A
Community Services Director	ADMIN	A89	N/A	\$ 9,140	\$ 9,597	\$ 10,077	\$ 10,581	\$ 11,110	\$ 11,665	N/A	N/A
Community Services Supervisor	ADMIN	A36	N/A	\$ 4,640	\$ 4,872	\$ 5,116	\$ 5,372	\$ 5,641	\$ 5,923	N/A	N/A
Data Center Supervisor	ADMIN	A52B	N/A	\$ 6,522	\$ 6,848	\$ 7,190	\$ 7,549	\$ 7,926	\$ 8,322	N/A	N/A
Director of Human Resources & Risk Management	ADMIN	A81	N/A	\$ 9,551	\$ 10,029	\$ 10,530	\$ 11,057	\$ 11,610	\$ 12,190	N/A	N/A
Director of Public Works/City Engineer	ADMIN	A94	N/A	\$ 10,565	\$ 11,093	\$ 11,648	\$ 12,230	\$ 12,842	\$ 13,484	N/A	N/A
Economic Development Manager	ADMIN	A55	N/A	\$ 6,943	\$ 7,290	\$ 7,655	\$ 8,038	\$ 8,440	\$ 8,862	N/A	N/A
Economic Development Specialist	ADMIN	A35A	N/A	\$ 4,662	\$ 4,895	\$ 5,140	\$ 5,397	\$ 5,667	\$ 5,950	N/A	N/A

EXHIBIT A

CITY OF WESTMINSTER
 COMPREHENSIVE SALARY SCHEDULE FOR FULL-TIME CLASSIFICATIONS
 ADMINISTRATIVE/MANAGEMENT/CONFIDENTIAL EMPLOYEES
 Approved by City Council on January 28, 2014

Classification	Unit	Grade	Range	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H
				Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly
Executive Assistant/City Manager's Office	ADMIN	A35B	N/A	\$ 4,676	\$ 4,910	\$ 5,156	\$ 5,414	\$ 5,685	\$ 5,969	N/A	N/A
Family Resource Center Supervisor	ADMIN	A09	N/A	\$ 4,640	\$ 4,872	\$ 5,116	\$ 5,372	\$ 5,641	\$ 5,923	N/A	N/A
Finance Director/City Treasurer	ADMIN	A88	N/A	\$ 10,467	\$ 10,990	\$ 11,539	\$ 12,116	\$ 12,722	\$ 13,358	N/A	N/A
Financial Services Manager	ADMIN	A87	N/A	\$ 6,957	\$ 7,305	\$ 7,670	\$ 8,054	\$ 8,457	\$ 8,880	N/A	N/A
Gang/Drug Prevention Worker	ADMIN	A32	N/A	\$ 4,178	\$ 4,387	\$ 4,606	\$ 4,836	\$ 5,078	\$ 5,332	N/A	N/A
Garage Superintendent	ADMIN	A40	N/A	\$ 6,278	\$ 6,592	\$ 6,922	\$ 7,268	\$ 7,631	\$ 8,013	N/A	N/A
Housing Specialist	ADMIN	A12A	N/A	\$ 5,165	\$ 5,423	\$ 5,694	\$ 5,979	\$ 6,278	\$ 6,592	N/A	N/A
Human Resources Assistant	ADMIN	A23A	N/A	\$ 4,067	\$ 4,270	\$ 4,483	\$ 4,707	\$ 4,942	\$ 5,189	N/A	N/A
Information Services Manager	ADMIN	A34	N/A	\$ 7,964	\$ 8,362	\$ 8,780	\$ 9,219	\$ 9,680	\$ 10,164	N/A	N/A
Information Systems Specialist	ADMIN	A44	N/A	\$ 4,220	\$ 4,431	\$ 4,653	\$ 4,886	\$ 5,130	\$ 5,387	N/A	N/A
Maintenance Superintendent	ADMIN	A42	N/A	\$ 6,278	\$ 6,592	\$ 6,922	\$ 7,268	\$ 7,631	\$ 8,013	N/A	N/A
Management Analyst	ADMIN	A35C	N/A	\$ 4,676	\$ 4,910	\$ 5,156	\$ 5,414	\$ 5,685	\$ 5,969	N/A	N/A
Personnel Analyst	ADMIN	A26	N/A	\$ 4,725	\$ 4,961	\$ 5,209	\$ 5,469	\$ 5,742	\$ 6,029	N/A	N/A
Plan Check Engineer	ADMIN	A58	N/A	\$ 6,391	\$ 6,711	\$ 7,047	\$ 7,399	\$ 7,769	\$ 8,157	N/A	N/A
Plan Checker	ADMIN	A49	N/A	\$ 5,512	\$ 5,788	\$ 6,077	\$ 6,381	\$ 6,700	\$ 7,035	N/A	N/A
Planning Manager	ADMIN	A47A	N/A	\$ 8,130	\$ 8,536	\$ 8,963	\$ 9,411	\$ 9,882	\$ 10,376	N/A	N/A
Planning Technician	ADMIN	A29	N/A	\$ 4,067	\$ 4,270	\$ 4,483	\$ 4,707	\$ 4,942	\$ 5,189	N/A	N/A
Police Captain	ADMIN	A92	N/A	\$ 10,397	\$ 10,917	\$ 11,463	\$ 12,036	\$ 12,638	\$ 13,270	N/A	N/A
Police Chief	ADMIN	A97	N/A	\$ 12,009	\$ 12,609	\$ 13,239	\$ 13,901	\$ 14,596	\$ 15,326	N/A	N/A

EXHIBIT A

CITY OF WESTMINSTER
 COMPREHENSIVE SALARY SCHEDULE FOR FULL-TIME CLASSIFICATIONS
 ADMINISTRATIVE/MANAGEMENT/CONFIDENTIAL EMPLOYEES
 Approved by City Council on January 28, 2014

Classification	Unit	Grade	Range	Step A Monthly	Step B Monthly	Step C Monthly	Step D Monthly	Step E Monthly	Step F Monthly	Step G Monthly	Step H Monthly
Programmer Analyst	ADMIN	A46	N/A	\$ 5,425	\$ 5,696	\$ 5,981	\$ 6,280	\$ 6,594	\$ 6,924	N/A	N/A
Public Works Manager/Maintenance Operations	ADMIN	A38	N/A	\$ 8,062	\$ 8,465	\$ 8,888	\$ 9,332	\$ 9,799	\$ 10,289	N/A	N/A
Public Works Manager/Water	ADMIN	A48	N/A	\$ 7,318	\$ 7,684	\$ 8,068	\$ 8,471	\$ 8,895	\$ 9,340	N/A	N/A
Purchasing Officer	ADMIN	A54	N/A	\$ 6,363	\$ 6,681	\$ 7,015	\$ 7,366	\$ 7,734	\$ 8,121	N/A	N/A
Rehabilitation Specialist	ADMIN	A27B	N/A	\$ 4,067	\$ 4,270	\$ 4,483	\$ 4,707	\$ 4,942	\$ 5,189	N/A	N/A
Research Analyst	ADMIN	A53	N/A	\$ 6,260	\$ 6,573	\$ 6,902	\$ 7,247	\$ 7,609	\$ 7,989	N/A	N/A
Risk Management/Benefits Officer	ADMIN	A60	N/A	\$ 6,666	\$ 6,999	\$ 7,349	\$ 7,716	\$ 8,102	\$ 8,507	N/A	N/A
Senior Administrative Assistant	ADMIN	A43D	N/A	\$ 4,471	\$ 4,695	\$ 4,930	\$ 5,176	\$ 5,435	\$ 5,707	N/A	N/A
Senior Center Supervisor	ADMIN	A36B	N/A	\$ 4,640	\$ 4,872	\$ 5,116	\$ 5,372	\$ 5,641	\$ 5,923	N/A	N/A
Senior Planner	ADMIN	A51A	N/A	\$ 6,636	\$ 6,968	\$ 7,316	\$ 7,682	\$ 8,066	\$ 8,469	N/A	N/A
Senior Programmer Analyst	ADMIN	A52	N/A	\$ 6,210	\$ 6,521	\$ 6,847	\$ 7,189	\$ 7,548	\$ 7,925	N/A	N/A
Senior Staff Accountant	ADMIN	A31	N/A	\$ 5,328	\$ 5,594	\$ 5,874	\$ 6,168	\$ 6,476	\$ 6,800	N/A	N/A
Staff Accountant	ADMIN	A27I	N/A	\$ 4,433	\$ 4,655	\$ 4,888	\$ 5,132	\$ 5,389	\$ 5,658	N/A	N/A
Systems Administrator	ADMIN	A52A	N/A	\$ 6,210	\$ 6,521	\$ 6,847	\$ 7,189	\$ 7,548	\$ 7,925	N/A	N/A
Water Superintendent	ADMIN	A41	N/A	\$ 6,278	\$ 6,592	\$ 6,922	\$ 7,268	\$ 7,631	\$ 8,013	N/A	N/A

ADMIN = Unrepresented Management, Administrative & Confidential Employees

**RESOLUTION NO. 4520
EXHIBIT A**

**CITY OF WESTMINSTER
COMPREHENSIVE SALARY SCHEDULE FOR FULL-TIME CLASSIFICATIONS
WESTMINSTER POLICE OFFICERS ASSOCIATION (WPOA) CLASSIFICATIONS
Approved by City Council on December 10, 2014**

Classification	Unit	Grade	Range	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H
				Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly
Administrative Asst II/Police Department	WPOA N/S	P24B	N/A	\$ 3,735	\$ 3,922	\$ 4,118	\$ 4,324	\$ 4,540	\$ 4,767	\$ 5,005	\$ 5,255
Animal Control Officer	WPOA N/S	P26	N/A	\$ 3,815	\$ 4,006	\$ 4,206	\$ 4,416	\$ 4,637	\$ 4,869	\$ 5,112	\$ 5,368
Assistant Forensic Services Technician	WPOA N/S	P26A	N/A	\$ 3,858	\$ 4,051	\$ 4,254	\$ 4,467	\$ 4,690	\$ 4,924	\$ 5,170	\$ 5,429
Communications Supervisor	WPOA N/S	P36A	N/A	\$ 5,335	\$ 5,602	\$ 5,882	\$ 6,176	\$ 6,485	N/A	N/A	N/A
Crime Analyst	WPOA N/S	P17	N/A	\$ 3,750	\$ 3,938	\$ 4,135	\$ 4,342	\$ 4,559	\$ 4,787	\$ 5,026	\$ 5,277
Forensic Services Technician	WPOA N/S	P30	N/A	\$ 4,024	\$ 4,225	\$ 4,436	\$ 4,658	\$ 4,891	\$ 5,136	\$ 5,393	\$ 5,663
Information Systems Technician	WPOA N/S	P26B	N/A	\$ 3,815	\$ 4,006	\$ 4,206	\$ 4,416	\$ 4,637	\$ 4,869	\$ 5,112	\$ 5,368
Parking Control Supervisor	WPOA N/S	P27	N/A	\$ 4,472	\$ 4,696	\$ 4,931	\$ 5,178	\$ 5,437	N/A	N/A	N/A
Police Clerk-Typist I	WPOA N/S	P11	N/A	\$ 3,152	\$ 3,310	\$ 3,476	\$ 3,650	\$ 3,832	\$ 4,024	\$ 4,225	\$ 4,436
Police Dispatcher	WPOA N/S	P24	N/A	\$ 3,982	\$ 4,181	\$ 4,390	\$ 4,610	\$ 4,840	\$ 5,082	\$ 5,336	\$ 5,603
Police Fiscal Specialist	WPOA N/S	P26A	N/A	\$ 3,858	\$ 4,051	\$ 4,254	\$ 4,467	\$ 4,690	\$ 4,924	\$ 5,170	\$ 5,429
Police Records Specialist	WPOA N/S	P15	N/A	\$ 3,277	\$ 3,441	\$ 3,613	\$ 3,794	\$ 3,984	\$ 4,183	\$ 4,392	\$ 4,612
Police Services Officer	WPOA N/S	P18	N/A	\$ 3,510	\$ 3,686	\$ 3,870	\$ 4,064	\$ 4,267	\$ 4,480	\$ 4,704	\$ 4,939
Property Control Clerk	WPOA N/S	P26A	N/A	\$ 3,858	\$ 4,051	\$ 4,254	\$ 4,467	\$ 4,690	\$ 4,924	\$ 5,170	\$ 5,429
Records Supervisor	WPOA N/S	P36	N/A	\$ 5,335	\$ 5,602	\$ 5,882	\$ 6,176	\$ 6,485	N/A	N/A	N/A
Senior Animal Control Officer	WPOA N/S	P30A	N/A	\$ 4,078	\$ 4,282	\$ 4,496	\$ 4,721	\$ 4,957	\$ 5,205	\$ 5,465	\$ 5,738
Senior Forensic Services Technician	WPOA N/S	P32	N/A	\$ 4,264	\$ 4,477	\$ 4,701	\$ 4,936	\$ 5,183	\$ 5,442	\$ 5,714	\$ 6,000
Special Services Assistant	WPOA N/S	P16	N/A	\$ 3,367	\$ 3,535	\$ 3,712	\$ 3,898	\$ 4,093	\$ 4,298	\$ 4,513	\$ 4,739
Police Lieutenant	WPOA Sworn	P64	N/A	\$ 9,189	\$ 9,648	\$ 10,130	\$ 10,636	\$ 11,168	N/A	N/A	N/A
Police Officer	WPOA Sworn	P38	N/A	\$ 5,443	\$ 5,715	\$ 6,001	\$ 6,301	\$ 6,616	\$ 6,947	N/A	N/A
Police Sergeant	WPOA Sworn	P54	N/A	\$ 7,557	\$ 7,935	\$ 8,332	\$ 8,749	\$ 9,186	N/A	N/A	N/A

WPOA N/S = Westminster Police Officers Association - Non-Sworn Positions
WPOA Sworn = Westminster Police Officers Association - Sworn Positions