

RESOLUTION NO. 6311

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF GARDENA, CALIFORNIA, ADOPTING CITY OF GARDENA CLASSIFICATION AND COMPENSATION PLAN, EFFECTIVE MARCH 11, 2018

WHEREAS, the City desires to approve a resolution to adopt the City's Classification and Compensation Plan in its entirety which sets forth the rate of compensation and/or benefits for all City employees: GPOA, represented GMEA, represented GMEO, and unrepresented employee positions; and

WHEREAS, the adoption of Resolution No. 6311, replaces all previous Classification and Compensation Plans adopted by the City Council of the City of Gardena;

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF GARDENA, CALIFORNIA, DOES HEREBY RESOLVE AS FOLLOWS:

SECTION 1. CITY COUNCIL PAY POLICY: It is the intent of the City Council to establish and maintain a Classification and Compensation Plan that attracts and maintains skilled management, technical, and professional employees, promotes efficiency and economy, and supports the selection, maintenance, and compensation of employees designated herein on the basis of merit, skill, and internal equity.

SECTION 2. CITY CLASSIFICATION AND COMPENSATION PLAN: The full and complete Classification and Compensation Plan (Plan) for all positions within the City including all changes as of March 11, 2018, is attached hereto as Exhibit "A" and incorporated herein as if fully set forth. The City Manager shall see that the Plan document is revised and republished in its entirety whenever subsequent actions of the Council modify the Plan. All changes shall be annotated on the Plan documents at the time authorized by the City Manager and thereby considered fully incorporated into the Plan as if a new resolution was adopted by the City Council.

SECTION 3. TRANSITIONAL POSITIONS: Positions that are established solely based on the terms and conditions of federal, state or other funding agreements for specific programs shall be classified as "Transitional Positions." Such positions may be established by the City Manager as "Unclassified" and as such may be established separate from the parameters governing the City's Classification and Compensation Plan.

SECTION 4. EFFECT: This Resolution shall take effect immediately upon adoption by the City Council.

SECTION 5. REPEALS: Any previous resolutions and amendments of the City Council affecting the rate of compensation and/or benefits for all unrepresented employee positions, as designated herein, are hereby repealed.

SECTION 6. CERTIFICATION: That the City Clerk shall certify to the passage and adoption of this Resolution; shall cause the same to be entered in the Book of Resolutions of the City of Gardena; and shall make a record of the passage and adoption thereof in the records of the proceedings of the City Council of said City in the minutes of the meeting at which the same was passed and adopted.


Passed, approved and adopted on this 27th day of February, 2018.


Tasha Cerda, Mayor

ATTESTED BY:


Mina Semenza, City Clerk

APPROVED AS TO FORM:


Peter L. Wallin, City Attorney

STATE OF CALIFORNIA)
COUNTY OF LOS ANGELES) SS:
CITY OF GARDENA)

I, **MINA SEMENZA**, City Clerk of the City of Gardena, do hereby certify that the whole number of members of the City Council of said City is five; that the foregoing Resolution, being **Resolution No. 6311** duly passed and adopted by the City Council of said City of Gardena, approved and signed by the Mayor of said City, and attested by the City Clerk, all at a regular meeting of said City Council held on the **27th** day of **February, 2018**, and that the same was so passed and adopted by the following roll call vote:

AYES: COUNCIL MEMBERS KASKANIAN, AND HENDERSON,
 MAYOR PRO TEM MEDINA, COUNCIL MEMBERS TANAKA AND
 MAYOR CERDA

NOES: NONE

ABSENT: NONE

Becky Romero

City Clerk of the City of Gardena, California

(SEAL)