

RESOLUTION NO. 2022-76

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF HUNTINGTON BEACH
MODIFYING SALARY AND BENEFITS FOR NON-REPRESENTED EMPLOYEES BY
ADDING THE DEPUTY CITY MANAGER, AMENDING THE CLASSIFICATION FOR
DEPUTY DIRECTOR OF HOMELESSNESS & BEHAVIORAL HEALTH SERVICES,
AMENDING THE COMPENSATION FOR FIRE CHIEF, POLICE CHIEF, AND CHIEF
ASSISTANT CITY ATTORNEY, & AMENDING THE CLASSIFICATION AND
COMPENSATION FOR ASSISTANT CITY MANAGER

WHEREAS, on March 15, 2021, the City Council of Huntington Beach approved an agreement with Public Sector Personnel Consultants, Inc., to conduct a citywide Classification and Compensation Study to review, simplify, and modernize the City's classification plan, and to conduct a comparison of salary and benefits within the City's employment market, which was defined as the cities of Anaheim, Santa Ana, Irvine, Garden Grove, Orange, Fullerton, Costa Mesa, and Newport Beach; and,

WHEREAS, on March 15, 2022, the City Council of Huntington Beach adopted Resolution No. 2022-09 modifying salary and benefits for non-represented employees for an indefinite term, which transitioned all appointed classifications to a new master salary schedule with pay ranges that are one percent (1%) apart and consist of seven (7) steps that are five percent (5%) apart that provides additional flexibility in assigning pay ranges and creates greater alignment across associations; and,

WHEREAS, on May 3, 2022, the City Council of Huntington Beach adopted Resolution No. 2022-24 modifying the compensation for the City Manager; and,

WHEREAS, the City's Human Resources Division in the Administrative Services Department, with assistance from Public Sector Personnel Consultants, has met and conferred with the impacted associations on a proposed Classification and Compensation Study implementation plan that improves internal alignment and brings classifications whose pay range maximums were behind the market average of similar positions in the City's employment market as close to market average as feasible within the authorized budget and constraints of the City's existing classification and compensation plan; and,

WHEREAS, the City Council of Huntington Beach desires to modify the salary and benefits for non-represented employees to incorporate the adjustments resulting from the Classification and Compensation Study implementation plan upon adoption of this resolution;

NOW, THEREFORE, IT IS HEREBY RESOLVED by the City Council of the City of Huntington Beach as follows:

SECTION 1. Salaries and Benefits for Non-Represented employees is hereby amended to add and modify classifications and compensation as reflected in Exhibit 1A – Non-Associated Appointed Executive Management Salary Schedule attached hereto and incorporated by this reference, as described below:

1. The Deputy City Manager classification is added.
 - a. Note that this classification is included in the appointive Assistant/Deputy department heads category listed in Ordinance No. 4250.
2. The Assistant City Manager classification is modified to include these expanded position assignments:
 - a. Assistant City Manager/Chief Operations Officer
 - b. Assistant City Manager/Department Head
 - i. This classification is available to appointive department head positions only.
3. The Deputy Director of Homelessness & Behavioral Health Services is retitled to Director of Homelessness & Behavioral Health Services.
4. The salary range for the below positions is modified as reflected in Exhibit A:
 - a. Assistant City Manager
 - b. Fire Chief
 - c. Police Chief
 - d. Chief Assistant City Attorney

SECTION 2. All other benefits and salary ranges established and reflected in the Non-Associated Employees Pay and Benefits Resolutions No. 2022-09 and 2022-24 shall continue unless modified by City Council action.

PASSED AND ADOPTED by the City Council of the City of Huntington Beach at a regular meeting thereof held on the 15th day of November, 2022.

Mayor

REVIEWED AND APPROVED

City Manager

INITIATED AND APPROVED

B. Mello

Director of Administrative Services

APPROVED AS TO FORM:

City Attorney *WV*

EXHIBIT 1A
NON-ASSOCIATED APPOINTED EXECUTIVE MANAGEMENT SALARY SCHEDULE
Effective February 4, 2023*

			Starting Point				Control Point		High Point
Job No	Description	Pay Range	A	B	C	D	E	F	G

EXECUTIVE MANAGEMENT

0591	City Manager	NA0591	Per Contract				139.86		153.85
0029	Interim City Manager	289	98.36	103.28	108.44	113.87	119.56	125.54	131.82

DEPARTMENT HEADS

	Assistant City Manager**	281	90.84	95.38	100.15	105.15	110.41	115.93	121.73
0015	Fire Chief	281	90.84	95.38	100.15	105.15	110.41	115.93	121.73
0011	Police Chief	281	90.84	95.38	100.15	105.15	110.41	115.93	121.73
0518	Chief Financial Officer	269	80.61	84.64	88.88	93.32	97.99	102.88	108.03
0589	Community Development Director	269	80.61	84.64	88.88	93.32	97.99	102.88	108.03
0800	Director of Administrative Services	269	80.61	84.64	88.88	93.32	97.99	102.88	108.03
0801	Director of Community & Library Services	269	80.61	84.64	88.88	93.32	97.99	102.88	108.03
0010	Director of Public Works	269	80.61	84.64	88.88	93.32	97.99	102.88	108.03

CONTRACT NON-DEPARTMENT HEADS

0593	Chief Assistant City Attorney	267	79.02	82.98	87.12	91.48	96.05	100.86	105.90
	Director of Homelessness & Behavioral Health Services	258	72.26	75.87	79.66	83.64	87.83	92.22	96.83
0845	Deputy Director of Public Works	258	72.26	75.87	79.66	83.64	87.83	92.22	96.83
0900	Assistant Chief Financial Officer	249	66.07	69.37	72.84	76.48	80.30	84.32	88.53
0850	Deputy Director of Administrative Services	249	66.07	69.37	72.84	76.48	80.30	84.32	88.53
0855	Deputy Director of Community & Library Services	249	66.07	69.37	72.84	76.48	80.30	84.32	88.53
0840	Deputy Director of Community Development	249	66.07	69.37	72.84	76.48	80.30	84.32	88.53
	Deputy City Manager	249	66.07	69.37	72.84	76.48	80.30	84.32	88.53
0699	Deputy Community Prosecutor	206	43.07	45.22	47.48	49.86	52.35	54.97	57.72

*Per Resolution No. 2022-76

**Assistant City Manager may be assigned as Assistant City Manager/Chief Operating Officer or Assistant City Manager/Department Head.